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BABCOCK LANDS WITH LEAFS

Hamburglar staying

The Ottawa Senators have signed goaltender Andrew Hammond to a US$4.05-million, three-year contract. Story, metroSPORTS. PAUL CHIASSON/THE CANADIAN PRESS

Pot company is wife's, Rock says

REACTION

U of O prez says he's not involved with marijuana business

University of Ottawa president Allan Rock says he told the school's board of governors about his connection to an upstart medical marijuana company.

Rock also says he is not involved in the operations of RockGarden Medicinals Inc., a business venture being spearheaded by his wife, Deborah Hanscom, and the couple's children.

"I have no involvement with this application nor the proposed business venture that is being planned by my wife and one of my sons," he said in a statement Wednesday.

Corporate documents obtained by Metro show Rock and his family started two companies, one in November 2013 and the other in March 2014.

The first one — an Ontario numbered company — lists Rock as its president and as one of its directors. Until March 2014, that numbered company was called RockGarden Medicinals Inc.

His name does not appear on the corporate filings of the second company, RockGarden Medicinals (2014) Inc.

Hanscom told Metro the numbered company owns the building where RockGarden Medicinals hopes to eventually grow medicinal marijuana. The company has applied for — but has not yet received — a Health Canada licence to grow medical marijuana. The other company handles RockGarden Medicinals' business operations, Hanscom said.

Both companies list 259 McLeod St. in downtown Ottawa as their business address. Property records show Rock and Hanscom bought the property in March 2014.

Rock — whose term as president and vice-chancellor of the university ends next year — offered an explanation for why he is listed as the president and a director of the numbered company.

"The only reference to my name in this matter is related to the home I jointly own with my wife. The home was used as collateral to finance the purchase of a parcel of land for the proposed project," he said.

"The purchased land was placed in a separate company and, as co-owner of the home, I became a director of that company, whose only purpose is to hold title to the property: that does not mean in any way that I am involved in the licence application or the proposed business."

He says his sole focus remains his job at the university.

TO VIEW DOCUMENTS OBTAINED BY METRO, VISIT metronews.ca

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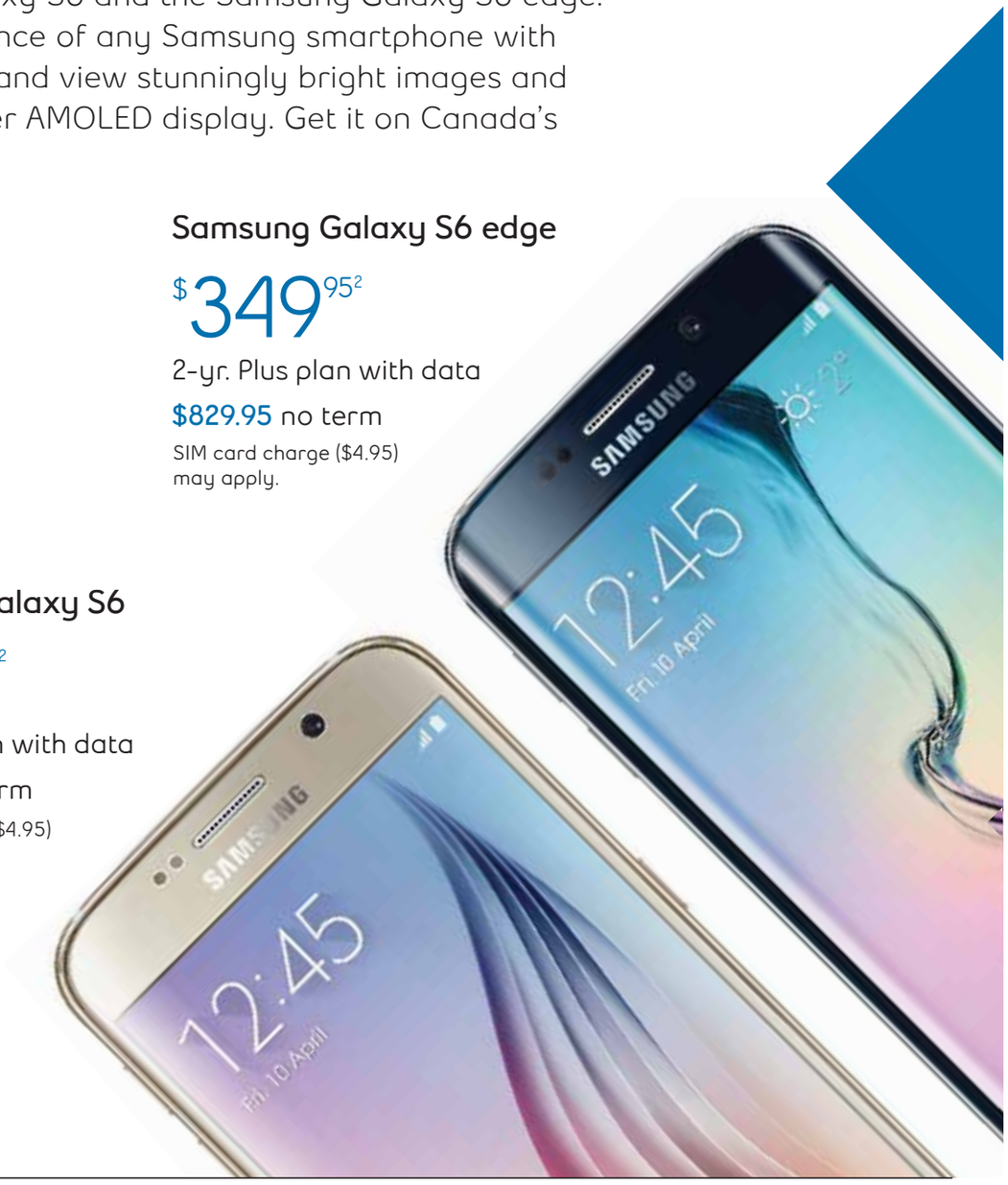

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BUSINESS

Marijuana lounge set to reopen by Friday

The shuttered marijuana vapour lounge in Vanier vows to reopen as early as this week after the city slapped it with a cease-and-desist order and a hefty fine last Friday.

On its Facebook page, BuzzOn says it is "optimistic" it can reopen its doors to the public by Friday after speaking with a lawyer about rezoning the building.

City officials visited the Montreal Road lounge to serve a notice that BuzzOn is in violation of the building code and must be rezoned as a place of assembly.

Owner Wayne Robillard accused the city of using a "strong-arm tactic" to shut the place down for good.

The city said in a statement the cease-and-desist papers were issued from a safety perspective to keep the business in line with building-code requirements.

Robillard started a petition Tuesday aimed at Mayor Jim Watson — a vocal opponent of the lounge — and Rideau-Vanier Coun. Mathieu Fleury to allow BuzzOn to operate.

By Wednesday afternoon, it had gathered 33 signatures.

Meanwhile, Smoke Signalz, another vapour lounge that recently opened down the street from BuzzOn, has reportedly not had any issues with Ottawa police or bylaw officers.

The owners declined a request for an interview Wednesday. JOE LOFARO/METRO

OC Transpo inspectors opt for warnings over fines

FARES

Authorities giving honest riders benefit of the doubt

Lucy Scholey
Metro | Ottawa

Maybe some Presto users genuinely don't know how to use their cards — or maybe that's an excuse.

Whatever the case, transit riders should not make the same mistake twice because OC Transpo fare inspectors are keeping track.

A 2014 transit-service performance report shows the number of verbal warnings to non-paying transit users increased last year, and 2.2 per cent were simply told to pay the fare, compared to 1.4 per cent in 2013.

The city's transit services authorities say their 12 fare inspectors are trying to be fair to honest passengers with a slap-on-the-wrist warning rather than a slap-in-the-face fine. That's partly because the Presto card service was still new in 2014.

"If it's a person who's repeatedly not paying with fare, that's the person that we should be looking at issuing the ticket to — not the person who's made that one-time innocent mistake," said Troy Charter, assistant general manager with OC Transpo, following a transit commission meeting on Wednesday.

The push for fairness has arisen in part because the media has been tough on fare inspectors who are maybe too quick to dish out fines. Cumberland Coun. Stephen Blais, the transit commission chairman, recalled a time when passengers faced fines for forgetting to write their photo ID card numbers on their bus passes.

"That was a very big story about how mean OC Transpo was," he said.

According to the report, more than 217,000 transit passengers were asked to provide proof of payment in 2014. Of those, 4.1 per cent had not paid their fare.

The number of fines decreased slightly to 1.5 per cent in 2014 — down from 1.9 per cent.

However, despite these verbal warnings, fare inspectors are keeping track of those who are forgetting by jotting down names and reasons given.

So fool an OC Transpo fare inspector once, you got lucky. Try to fool them twice and you could face a fine.

WEATHER SIGHTS OF SPRING A woman enjoys the afternoon sunshine in Confederation Park on Wednesday. Temperatures reached a high of 16 C. City residents might as well enjoy the nice weather while it lasts. After narrowly missing a severe thunderstorm Tuesday night, temperatures are expected to go down to 2 C on Friday, according to Environment Canada. Last month, the agency predicted that Ottawa would have a warmer-than-average summer. HALEY RITCHIE/METRO

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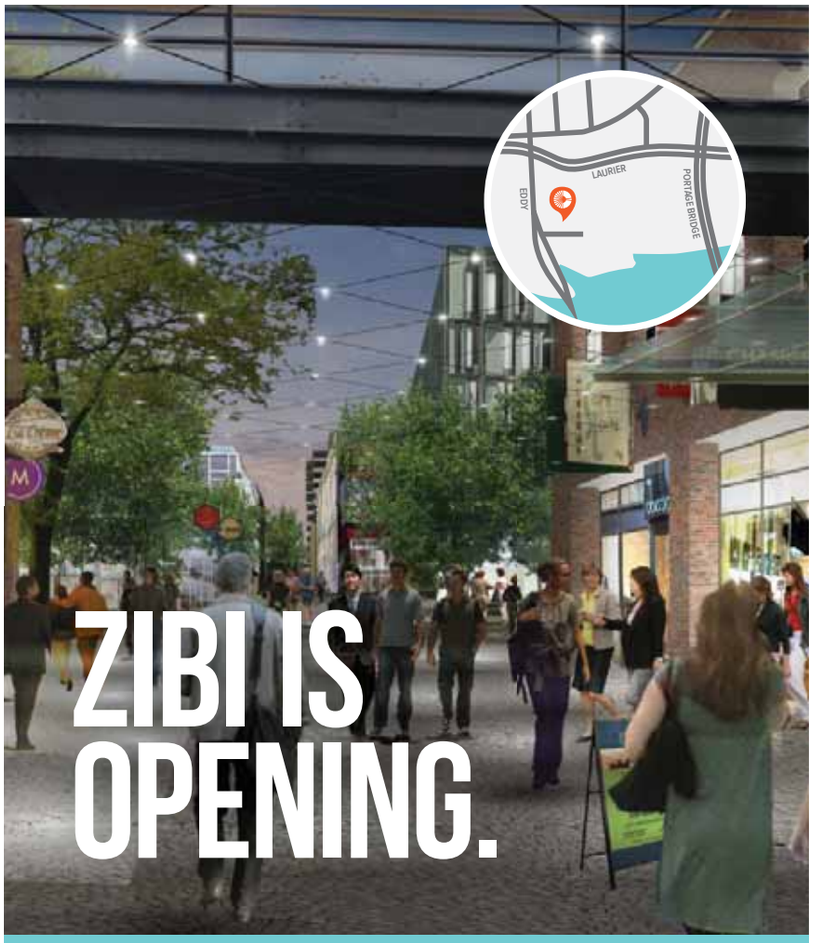

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Thousands of striking Ontario Secondary School Teachers Federation and other unions gathered at Queen's Park last week to protest against contract negotiations that have resulted in high school teacher strikes at three boards. TORSTAR NEWS SERVICE

School strike law derided as unclear

LABOUR BOARD

Distinction between local, central issues at heart of debate

Three school boards in which high school teachers are on strike suggest that while the law doesn't explicitly ban local strikes on provincial issues, that is its intent.

The Liberal government's new School Boards Collective Bargaining Act came under fire at the Ontario Labour Relations Board for not being sufficiently clear.

The school boards in the regions of Peel, Durham and the Sudbury-area Rainbow District argued at the labour board that strikes by high school teachers in their districts — affecting more than 70,000 students — are illegal.

This is the first round of bargaining since the new process was passed last year, separating negotiations into local and central talks, and the school boards allege the three local strikes are really about central issues, such as class sizes.

School board lawyer Michael Hines says the key sections of the act make distinctions between local and central processes, so the law would be "a mockery of itself" if it allowed employees to "start hopping the fence" on strikes.

The Ontario Secondary School Teachers' Federation says the strikes are not on central issues.

The Minister of Education has also asked a separate arm of the labour board to consider whether the students' school year is in jeopardy. Liz Sandals made the request Friday, but her spokeswoman was not able to say Wednesday when the Education Relations Commission would be meeting. Sandals has not yet said if the province is considering back-to-work legislation.

Central talks between OSSTF and the province had been stalled for weeks, but resumed Wednesday with a new mediator.

High school teachers in Ottawa and Halton Region are set to begin an administrative strike Thursday.

They will partially withdraw services, which means teachers won't add comments to report cards or attend staff meetings or school board meetings, and will hold some picket lines over the lunch hour. Regular school operations will continue, as will field trips and extracurricular activities.

Elementary teachers across the province are staging a similar job action, withdrawing from administrative duties but continuing with classes and extracurriculars. THE CANADIAN PRESS

IN BRIEF

Dogs attack 2 in Gatineau

Animal control officers have taken custody of two dogs in Gatineau after two men were hospitalized after being bitten on Tuesday.

Gatineau police said 75-year-old man suffered a cut on his leg and injuries to his hand and head after two dogs rushed after him.

A second man, a 26-year-old, intervened and was also bitten, police said. Police tracked down the two dogs, which are being kept at a local pound during the investigation. METRO

MUNSTER ELEMENTARY

Parents disappointed over school closure

Haley Ritchie
Metro | Ottawa

Parents at Munster Elementary School say they're disappointed about the board's decision to close the rural school.

Ottawa-Carleton trustees made the decision Tuesday night based on declining enrolment numbers.

Students in the area will be bussed to either A. Lorne Cassidy Elementary or Richmond Public School starting next year.

"It's a loss from a community hub perspective. It's a very well-used school," said Jessica Breckenridge, a parent and member of the Munster Community Association, adding the children will no longer be able to walk to school. "Some of the kids are under four years old and will be on the bus for 30 to 50 minutes."

Only 50 students were enrolled in the school this year, and the limited numbers made staffing arrangements difficult.

Ottawa police arrest contractor

CRIME

Devon Morgan vanished after taking money from clients

Haley Ritchie
Metro | Ottawa

An Ottawa-area handyman who got into trouble with the law for walking off construction jobs — but not before pocketing tens of thousands of dollars — has been arrested.

Ottawa Police arrested Devon Morgan, who had been living in Gatineau, on May 14 at the downtown Ottawa Police Station at 474 Elgin Street.

Police declined to give further details.

Earlier this year, an Ontario court convicted Morgan of three offences under the provincial Consumer Protection Act.

He was sentenced to 45 days in jail, followed by two years' probation, and ordered to repay $42,566 to two of the families he ripped off. His company — which operated in Ontario as Captain Construction — was also fined $30,000.

However, he was not taken into custody at that time.

Morgan still owes almost $90,000 to homeowners who have taken him to court in Ottawa and Brandon, Man.

Last month, Morgan attempted to set up another company in Gatineau called Morgan Builders, according to the website BidMyReno.com.

Anthony Weicker and Gaelle Develter, two Ottawa homeowners who lost tens of thousands of dollars after hiring Morgan, were told in April by Consumer Protection Ontario that he had left Ottawa and there was a warrant out for his arrest.

Ottawa homeowner Anthony Weicker said contractor Devon Morgan worked a few weeks on framing a backyard deck in 2013 before disappearing from the unfinished job and taking a sizeable materials deposit with him. CONTRIBUTED

Both of them paid Morgan hefty deposits for work that he never finished. Weicker hired Morgan to build a deck, while Develter hired him to build an addition to her home to make it more accessible for her daughter, who has a disability that makes it difficult to climb stairs.

In both cases, Morgan vanished before finishing the work.

IN BRIEF

Arrests made in thefts

Ottawa police charged a man and woman in two separate distraction thefts targeting local businesses. Police say a male and female suspect entered businesses on Richmond Road and Gladstone Avenue on April 16 and April 21, respectively, and stole money while the clerk was distracted or went into a back room. Brandon Langlois, 23, was charged with two counts of breach of probation and two counts of theft under $5,000. Deavyne Guertin, 22, was charged with two counts of theft under $5,000. METRO

FRAUD

Canadians warned of telephone scams

Canadians are being warned about two telephone scams that involve impersonation of the RCMP and the National Do Not Call List.

The RCMP says several Ontarians have been called by someone who claims to be from the Mounties' integrated technical crime unit.

They say the scam starts with the caller saying the RCMP has found the resident was sending malicious content through their computer, or that their computer was accessed by international criminals.

The caller then asks for money to either fix the problem or for protection from future incidents.

The CRTC says there have been calls from someone alleging to be with the National Do Not Call List saying the residents must re-register by handing over their personal information to the caller.

Both the RCMP and the CRTC are warning Canadians not to fall for the scams or to provide financial or personal information to strangers over the phone.

THE CANADIAN PRESS

GOVERNMENT LOIS MITCHELL APPOINTED LIEUTENANT-GOVERNOR OF ALBERTA Governor General David Johnston invests Lois Mitchell, from Calgary, Alta. as a Member of the Order of Canada during a ceremony at Rideau Hall in Ottawa, on Friday May 3, 2013. Lois Mitchell has been appointed as the new Alberta lieutenant-governor. PHOTO ADRIAN WYLD/THE CANADIAN PRESS

'Blasphemous' rally cancelled

PARLIAMENT HILL

Permit to 'Draw Muhammad' event nixed over security worries

Joe Lofaro
Metro | Ottawa

The Department of Canadian Heritage said a permit was never issued to a group that wanted to hold an "International Draw Muhammad" demonstration Wednesday on Parliament Hill.

But an organizer wrote a post on the blog called "Xanthippa's Chamberpot" claiming the Mounties gave the event the OK.

"Despite having received approval for this event from the RCMP Hill security last week, less than 24 hours prior to the event, a bureaucrat from Canadian Heritage had called to inform me that the event is cancelled due to security concerns," the unidentified organizer wrote.

The event was meant to bring awareness to artistic expression and freedom of speech in light of the deadly attacks on the Charlie Hebdo employees in Paris.

Demonstrators were asked to draw the prophet as well as other religious figures such as the Pope and Buddha.

"Let's exercise our freedom to blaspheme — while we still can!!!" reads the blog's event posting.

Police in Texas killed two gunmen who opened fire at a contest for cartoons depicting the Prophet Muhammad on May 4. Depicting the prophet and other religious figures is prohibited in Islamic teachings.

Canadian Heritage said in a statement to Metro that the Committee on the Use of Parliament Hill reviews each permit application.

"The Committee bases its decision on the requester's compliance with the rules and guidelines on use of the Hill, including security," the department said.

"All Canadians are welcome to use Parliament Hill to make their views known. However, this must be done within the framework of the rules established not only to preserve and protect this national institution, but also to protect the people who visit and use the site."

> **"Let's exercise our freedom to blaspheme — while we still can!!!**
> Blog post by "Xanthippa's Chamberpot"

Carleton University had requested funding for a health sciences building. METRO FILE

No more funds for expansion plans

EDUCATION

Province rejects proposals from three Ottawa universities

Lucy Scholey
Metro | Ottawa

Expansion plans for three Ottawa post-secondary institutions are off the table, now that the province has decided to put all its pennies into helping York University grow.

The University of Ottawa, Carleton University and La Cité college had all applied for a piece of the provincial funding. But only York University's plan for another undergrad campus in Markham Centre, northeast of Toronto, made the cut.

"York just had a very strong proposal," said Belinda Bien, spokeswoman for Reza Moridi, the minister of training, colleges and universities. Bien also noted that "we were very open and transparent about the criteria when we met."

The new Markham campus will serve at least 4,000 arts, business and social science students north of Highway 407. The proposal is in partnership with Seneca College.

The amount of funding is still under negotiation.

When the province asked for proposals for its Major Capacity Expansion Policy last year, 19 universities applied. Thirteen were deemed eligible.

The University of Ottawa and La Cité partnered on a proposal, while Carleton University did not make the final 13 bids.

Bien said Moridi called each institution and offered to discuss the strengths and weaknesses of their proposals.

Although post-secondary enrolment growth is slowing in Ontario, Bien said the province is expecting the rates to pick up again after 2020.

After the York Region, the highest population growth in Ontario is in the Peel and Halton regions. The 18-to-24-year-old age group is expected to grow 20 per cent by 2035. In spring 2016, the province will issue another call for post-secondary proposals specific to that area.

IN BRIEF

Police awards ceremony to be held May 26

Police Chief Charles Bordeleau will host the 2015 Community Police Awards ceremony at Ben Franklin Place on May 26.

The chief will present awards for the Certificate of Valour, the Certificate of Merit, the Community Service Award, and the Thomas G. Flanagan, S.C. Scholarship.

Police will present the Certificate of Valour award to 16 members of the community to recognize an act of personal bravery which assisted Ottawa police.

The ceremony will run from 7 to 9 p.m. METRO

COURT

Denis sentencing expected Thursday

A 43-year-old woman convicted of manslaughter in the death of her ex-lover is expected to be sentenced by a Superior Court judge Thursday.

Rachelle Denis was on trial for second-degree murder, but a jury found her guilty of the lesser offence in February.

Denis ran over Tony El-Kassis with her Jeep at an estimated 80 kilometres per hour as he was entering a Perth Street plaza in Richmond on July 2, 2010.

The Crown prosecutor wants Denis to spend another four years in custody, after serving nearly five years already behind bars. The Crown also wants a DNA order from Denis, a firearm prohibition, and a 12-year driving prohibition.

Her lawyers, Natasha Calvinho and Oliver Abergel, who have argued Denis had "no intent to kill" El-Kassis, are asking Justice Robert Smith for a sentence of time already served, which means she would be released from jail.

Abergel told the court last month doctors have reported there is an overall "low risk" of Denis reoffending and she has "significant" support from the community. JOE LOFARO/METRO

Rapper brings quirky, weird hip hop back to bar of misfits

BACKSTAGE PASS

Socalled weaves musical blanket on latest album

Trevor Greenway
For Metro | Ottawa

Josh Dolgin likes his "classical electric" and his "techno acoustic."

The Montreal-based hip hop artist/producer, better known as Socalled, proves this several times throughout his 10-track masterpiece Peoplewatching — the fifth installment of likely the weirdest, quirkiest hip hop you've ever heard.

It's hard to believe the new record, which features James Brown/Parliament-Funkadelic trombonist Fred Wesley, jazz pianist Oliver Jones and a slew of other hip hop collaborators, was conceived, written, composed, arranged and produced all by the little Jewish kid who grew up drawing comics and staging magic shows across the river in Chelsea.

What's even tougher to believe is how Dolgin touches on nearly every genre throughout Peoplewatching — from modern pop and hip hop to traditional Yiddish theatre melodies and Balkan and Klezmer rhythms — all of it seamlessly sewn together with the finest of needles.

Dolgin took some serious time here to weave one hell of a musical blanket — four years to be exact.

"I never have a deadline, because I am kind of a loser," said Dolgin, half-jokingly. He really is one of those weird guys you see frantically flipping through the stacks of Christmas vinyl at a Saturday afternoon garage sale. It's where he finds his gem samples. Being his own producer gave Dolgin the time to "try everything" on the record — adding a snare here, an extra bar there or the wacky idea of mixing classic jazz piano with a DJ scratch sample to make cross-dance floor babies. The result on Dreamin' is nothing but cute and cuddly beats all chopped up to keep its listeners twitching all night.

"It's totally original. There's no samples. All the sounds are real and all the melodies and the hooks and the vocals are all original," he says of writing the title track Peoplewatching.

And while Dolgin has played in stadiums across Europe, huge festivals and Toronto's historic Massey Hall, he never passes on the chance to come back to where it all began for him — at the bar of misfits, The Black Sheep Inn.

Socalled is a frequent flyer at the Wakefield picturesque tavern, but when he shows up May 29, likely in an oversized white tuxedo and giant bow tie, no significance will be lost.

Whether he brings out a birthday cake and croons happy birthday to his mother or puts on a seven-minute puppet show, everyone will walk away wanting more Socalled.

Show starts at 8:30 with advance tickets available at theblacksheepinn.com.

PEOPLEWATCHING

- Socalled's new record Peoplewatching starts with pace, dropping a rocky beat on Everyone Else Must Fail — with quick, quippy cadence rhyming over the ballading pianos.
- Socalled and his clan of kooky collaborators keep the speed up throughout the first half of the record, with his Klezmer background shining through on Never See You Again and the massive dance hall anthem Booty Call, featuring Josey Wales.
- Perhaps the strongest tune on the record is the title track. The stripped-down tune is classic Socalled. Flanked by his right-hand lady and ultimate musical compliment the wonderful Katie Moore, Socalled gets back to what he was born to do: write great, organic songs from the soul.

Socalled plays the Black Sheep Inn May 29 in Wakefield. RICHMOND LAM / FOR METRO

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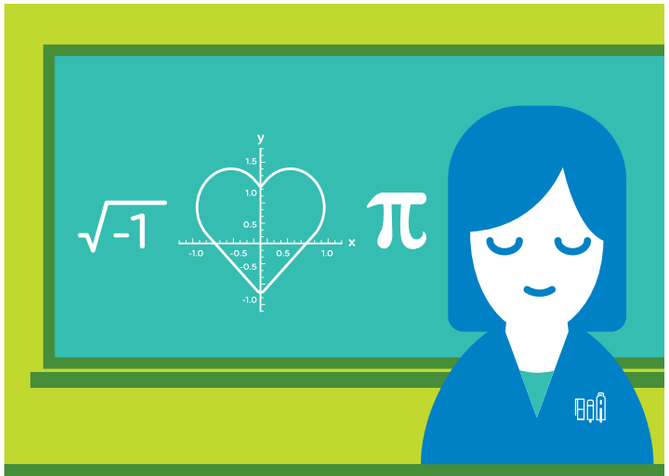

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PITCH FEST & EXPO

Event brings together festival organizers, business owners

A new Ottawa event is aiming to bridge festival organizers and business owners ahead of Canada's 150th celebrations in 2017.

Pitch Fest & Expo will be like a one-stop shop of vendors, politicians and business owners. It's a way to drum up sponsorship for festival producers leading up to the 150th festivities.

"What none of us want to see happen is the excitement of a one-time event hurt any of the existing festivals," said John Brooman, president of Ottawa Festivals and CEO of the Ottawa Dragon Boat Foundation.

Brooman helped start Vancouver's version of Pitch Fest 20 years ago and he said the event is still running today.

Ottawa Festivals represents 105 festivals in the city, including Bluesfest and Cityfolk, the Orleans Festival, Festival of India, House of PainT, Ottawa Animation Festival, Geekfest, Latin American Festival, the Ottawa Summer Solstice Aboriginal Festival, the Ottawa Palestinian Festival and the new JAMDay from the Jamaican Ottawa Society.

Pitch Fest will be held Nov. 20 at Aberdeen Pavilion in Lansdowne Park. It could become an annual event thereafter.

Anyone who wants to get involved can contact Joe Holubowich, the business development and event coordinator at (613) 233-1086 ext.113 or joe@ottawafestivals.ca.

LUCY SCHOLEY/METRO

Bluesfest's Be in the Band in 2013. CONTRIBUTED / GILLES VEZINA

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Include Marineland orca in ban: Barker

ANIMAL WELFARE

TV host lobbies Wynne to help 'miserable' killer whale

Bob Barker, former host of CBS-TV's The Price is Right, wants an upcoming ban on the breeding and acquisition of orcas in Ontario to include the country's lone killer whale at Marineland.

Barker said Wednesday he spoke to Premier Kathleen Wynne to congratulate her on the proposed legislation and urge her government to include Kiska, the killer whale, and all the animals kept at the Niagara Falls, Ont., theme park in the ban.

"(I asked) to have these other animals included as well, particularly poor Kiska, who is so miserable in that little pool they have her in," Barker said in a telephone interview.

Ann Marie Rondinelli, a spokeswoman for Marineland, said in January, when the legislation was first introduced, that "there is no greater priority" for the park than the health and welfare of all of its animals, including its marine mammals.

Wynne promised she would discuss the possibility of including Kiska in the ban with others and "perhaps they would do it," Barker said.

The 91-year-old animal advocate played a key role in the relocation of three elephants from the Toronto Zoo to a sanctuary in California in 2013.

But Andrew Burns, a lawyer representing Marineland, last week told the standing committee on social policy — which is discussing the proposed legislation — that relocating Kiska would be impossible.

At her age, which Burns likened to "someone who is 80 years old or 90 years old," he said, "she wouldn't survive the trip, which is a hugely stressful event for an animal."

THE CANADIAN PRESS

Orca held in 'little pool,' says Bob Barker. THE ASSOCIATED PRESS

BORDER SHOOTING

U.S. agent 'justified' in killing Canadian

A U.S. Border Patrol agent was justified in killing a 20-year-old B.C. man who crossed the border illegally in March and sprayed the agent with bear spray, says a prosecutor in Washington state.

Whatcom County prosecutor Dave McEachran said the agent retreated as far as he could from the young man, Jamison Childress, and warned him that he would have to shoot if the bear spray was deployed.

The Whatcom County sheriff's office took the lead in investigating the March 19 shooting. Childress was confronted after he walked across the border near Sumas, Wash., and tripped a border sensor.

According to an account McEachran released Tuesday, Childress started walking toward police, screaming "Kill me!" and "Just (expletive) shoot me!" He eventually discharged the bear spray at a border agent, who shot him.

RCMP have said Childress, of Prince George, was sought on a murder charge in the killing of 18-year-old Brando Walker in Alberta. THE ASSOCIATED PRESS

IN BRIEF

Scammers impersonating officers from RCMP, CRTC

Canadians are being warned about two telephone scams. The RCMP says someone has been calling Ontarians, saying they're from the Mounties' technical crime unit. The caller says the RCMP has found the resident was sending malicious content through their computer, or that their computer was accessed by international criminals. They then ask for money to fix the problem or for protection from future incidents.

The CRTC, meanwhile, warns that someone alleging to be from the National Do Not Call List has been telling people they must re-register by handing over their personal information to the caller. THE CANADIAN PRESS

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NE053G115

Labour Minister Kevin Flynn, pictures, is vowing to go after bad employers. TORSTAR NEWS SERVICE FILE

Bad bosses get warning

LABOUR

Ministry blitz targets places that exploit the vulnerable

Labour Minister Kevin Flynn is vowing to weed out bad employers who take advantage of their workers.

The ministry is in the midst of an annual blitz, with enforcement officers zeroing in on restaurants, janitorial services, security firms, business services, fitness and recreation centres, and the amusement and recreation industries.

"We want to get into those industries, we want to get into those businesses and tell them what the rules are. If they are breaking the rules, put an end to it," Flynn said Wednesday.

He said the restaurant industry is one of the biggest offenders in terms of ignoring or giving lip service to the Employment Standards Act. That includes not paying minimum wage or overtime, or not providing proper training.

He said he hears "horror stories" that include businesses asking people to come in for training and in the end there is no job and no pay. "Those (employers) who are doing that know that is wrong … there is no 'ifs, ands or buts' about that. They're simply breaking the law."

Those often taken advantage of are the young, and temporary foreign workers.

> **We want to get into those industries, we want to get into those businesses and tell them what the rules are. If they are breaking the rules, put an end to it.**
>
> Labour Minister Kevin Flynn

"Those are the people we want to reach," Flynn said. "In Ontario, we are all workers and we expect to be treated the same."

Proper is training is paramount, he said, "because they say that the time a worker is most vulnerable in their entire life is the first few weeks of the very first job they have. Often times these are the entry-level jobs."

Last year in Ontario, 27 workers died on the job, down from 41 in 2013.

"What we want to do is ensure that young employees — those who are entering the workplace for the first time — understand that if they are in an uncomfortable situation and they think they are being asked to do something unsafe, that they have the right to refuse that unsafe work," Flynn said.

Flynn said employers who knowingly break the law will be charged. TORSTAR NEWS SERVICE

MILITARY

VA overturns soldier's PTSD diagnosis

A decorated Canadian soldier who was released from the military for severe post-traumatic stress disorder has since been assessed by Veterans Affairs as having simple anxiety — complicating his access to benefits and services.

Former master corporal Collin Fitzgerald, who was awarded the Military Medal of Valour in the killing fields of Kandahar, said he was floored by the determination, which came as he sought benefits following his career in the infantry.

Fitzgerald's plight underscores a frequent disconnect between National Defence and Veterans Affairs as soldiers return to civilian life — a quandary military ombudsman Gary Walbourne highlighted last spring.

Walbourne said it should be National Defence doctors who establish why a soldier is being medically released, though the legislation governing Veterans Affairs obliges the department to do its own assessment.

Many ex-soldiers, including Fitzgerald, have faced a struggle for benefits when Veterans Affairs obtains a conflicting medical opinion on whether the injuries are service-related.

Fitzgerald, whose bravery in rescuing fellow soldiers in 2006 made him an important symbol within the army, said retired general Walt Natynczyk took a personal interest in him. He said the former chief of the defence staff has stayed in touch and has been helpful since becoming deputy minister at Veterans Affairs.

"I worry about all the guys out there who don't have a Gen. Natynczyk watching out for them," Fitzgerald said.

A spokesman for Veterans Affairs Minister Erin O'Toole, said he cannot comment on individual cases. THE CANADIAN PRESS

Toronto Mayor John Tory, left, with the city's new police chief, Mark Saunders. THE CANADIAN PRESS

New Toronto chief vows 'bold steps'

POLICE

Saunders sees challenges, but looks forward with optimism

Toronto's new police chief wasted no time confronting the criticisms levelled at his profession as he was sworn in Wednesday, but promised "bold steps" to better the force in Canada's most populous city.

Mark Saunders, the first black man to lead the force, was met with a standing ovation after outlining his vision during a packed swearing-in ceremony at police headquarters.

"The challenges are higher than ever before, the stakes are higher than ever before, but so are the opportunities to take bold steps," he said. "We have no excuses. We know what we have to do. I feel a great sense of optimism."

Saunders, 52, was selected as Toronto's chief after an international search to replace his predecessor, Bill Blair.

He has spent 32 years with the Toronto police and comes to his new job from the special operations command, where he managed 1,200 officers and 164 civilians in a department that included the homicide squad, the sex-crimes unit and the guns-and-gangs task force.

As he took on his new post, Saunders acknowledged the challenges facing the force of about 5,500 uniformed officers and 2,500 civilians.

"Policing is at a crossroads. It is under scrutiny as never before. The legitimacy and sustainability of policing are under challenge from those who believe it is both seriously flawed and too expensive," he said.

"The challenges have never been greater, but so too, opportunities to examine everything we do, how we do, why we do, should we continue to do it, can we do it more effectively and efficiently."

Saunders takes over at a time of tension over "carding" — a police practice of stopping people on the street for questioning. Visible minorities, especially black youth, have long complained they are disproportionately targeted for the stops.

> **Every member of this service has a personal responsibility to make sure their interactions with ... the community are marked by courtesy and respect.**
> Police Chief Mark Saunders

"He has to stop carding … and I don't believe he will," said John Sewell, co-ordinator of the Toronto Police Accountability Coalition. He added Saunders's three decades of service on the same force could prove a weakness. THE CANADIAN PRESS

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Tories give green light to third election debate

POLITICS

Event will be sponsored by Globe and Mail, Google Canada

The Conservatives are keeping their grip on the pre-election steering wheel, agreeing to a third national debate — one to be held on Stephen Harper's home turf in Calgary and focused on the economy.

The party announced Wednesday that it has accepted a proposal for a third federal election debate sponsored by the Globe and Mail and Google Canada.

"We look forward to this opportunity for voters to compare our plans to keep the Canadian economy strong to the tax-and-spend plans of the opposition," spokesman Kory Teneycke said in a statement.

Teneycke has said Harper will participate in a total of five debates and has already given the nod to one in August hosted by Maclean's magazine and another by the French language network TVA.

The Conservatives shook up the debate scenario by walking away from negotiations with the consortium of major TV networks that traditionally broadcast the faceoffs.

Prime Minister Stephen Harper, left to right, former NDP Leader Jack Layton, former Liberal Leader Michael Ignatieff and former Bloc Québécois Leader Gilles Duceppe arrive to the English language federal election debate in Ottawa, Ont. on April 12, 2011. The Conservative party says it has accepted a proposal for a third federal election debate. ADRIAN WYLD/THE CANADIAN PRESS

They have emphasized that they would like to participate in debates on different media, since Canadians are consuming current affairs on different platforms.

There are also strategic considerations for the Conservatives, who are focused on highlighting the differences between their longtime leader and Liberal Leader Justin Trudeau, a relative newcomer.

A debate on the economy theoretically would favour Harper, who campaigned successfully in 2011 on the message that voters needed to stick with his stable government rather than try something new.

"They want more opportunities for Trudeau to 'shine' in formats he might not be as rehearsed for," former Harper communications director Andrew MacDougall posted to Twitter Wednesday.

"Adding to number of debates also deadens impact of any one debate/slip up."

So far, the New Democrats have said they are anxious for Leader Tom Mulcair to debate Harper no matter the venue. They have agreed in principle to the three debates Harper has endorsed, while not ruling out the consortium.

The Liberals have yet to confirm their debate plans, but along with the Greens they have defended the consortium format as the best way to reach the maximum audience — 14 million viewers in 2011.

THE CANADIAN PRESS

MEDIA

The consortium is made up of CBC/Radio-Canada, Global and CTV.

MONTREAL

Education key against jihad, says expert

In the wake of the arrest of 10 young Montrealers suspected of wanting to join jihadist groups overseas, an expert says more needs to be done to educate and counter the extremist rhetoric some Canadian youth have been eager to embrace.

The 10 were detained last weekend at Montreal's Pierre Elliott Trudeau International Airport and released without charge, after having their passports seized.

Reports in mid-January that six young people from the Montreal area had left to join jihadist groups in the Middle East were followed by terrorism-related arrests in the city as well as authorities successfully getting other people to sign peace bonds that restrict their activities.

One expert says it's too soon to say if the arrests in Quebec this year mean the province is a more fertile hotbed for jihad recruitment than other Canadian jurisdictions.

"We've had people leave for jihad from other provinces," said Stephane Leman-Langlois, a criminologist and co-director of a group that studies radicalization and violent extremism.

Leman-Langlois, a professor at Université Laval in Quebec City, says what is particular about Quebec is the increased surveillance by authorities since two terror attacks last fall with ties to the province. Another factor may be what he calls an anti-Muslim sentiment in the province.

Educating youth is one key, but so is a clear strategy to fight the Islamic State of Iraq and the Levant's online propaganda, says Andre Gagne, a Concordia University religion professor.

"The best way is to provide a different narrative," said Gagne, who speaks on religious extremism. "We need as a society to give to hope to people, to help them find their meaning and their way." THE CANADIAN PRESS

STATEMENT

Collège de Maisonneuve, a junior college, confirmed that four of the 10 arrested were students at their institution.

The school said in a statement it has been dealing with the indoctrination of students, but that it doesn't have any say on what happens outside its walls. In particular, it believes it's increasingly clear that recruiting takes place primarily through social media.

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UNITED STATES

Jeb Bush endorses Stephen Harper

Possible U.S. presidential candidate Jeb Bush says he wants Canadians to re-elect Prime Minister Stephen Harper.

The former Republican Florida governor meandered into the unusual foreign endorsement after pledging to visit Canada in the first 100 days of his presidency to repair a bilateral relationship he said President Barack Obama has "ruptured."

"I don't know if it's Prime Minister Harper or whoever the next — he may be re-elected," Bush said Wednesday at an event in New Hampshire. "I, for one, would think that would be great." He quickly added that he will not be making the decision.

Bush has repeatedly used Canada as an example of Obama's supposed bungling of international affairs. He said Wednesday that the tension between the U.S. and its "strongest ally" now extends "across the board," well beyond the matter of the Keystone XL pipeline.

TORSTAR NEWS SERVICE

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Offer valid until June 1, 2015. **6** Based on percentage growth in total Canadian sales of mid and full size pick-up trucks, calendar year to date (January – April, 2015), as reported by CVMA.

EXTREME SPORTS

Fatal, fiery BASE jump caught on film

A 73-year-old BASE jumper who died after leaping from an Idaho bridge had set his parachute on fire as part of a stunt, authorities say.

A graphic video of the fatal jump, posted to YouTube on Monday, shows someone engulfed in flames and falling from the Perrine Bridge into the Snake River, 500 feet below.

James E. Hickey had apparently planned to ditch the flaming parachute and deploy a second chute in the May 7 stunt.

The initial report from the Twin Falls County Sheriff's Office said only that Hickey's parachute deployed too late, and the coroner said Hickey died of blunt-force trauma.

Professional BASE jumper Sean Chuma told Twin Falls newspaper the Times-News that he had heard Hickey successfully performed the stunt while skydiving.

The video shows two BASE jumpers climbing over the railing of the Perrine Bridge and leaping around the same time. While one jumper glides safely away underneath a parachute, the other becomes engulfed in flames and falls quickly out of view.

The video pans back to the river just after the burning jumper hits the water. A boat arrives seconds later, and the video ends.

BASE jumping has come under increased scrutiny, as at least five people have died in accidents since January, including two last week at Yosemite National Park.

The acronym "BASE" stands for building, antenna, span and Earth, the types of places from which jumpers leap, such as bridges and cliffs. It's illegal in many places but allowed yearround without a permit at the Perrine Bridge in Twin Falls. THE ASSOCIATED PRESS

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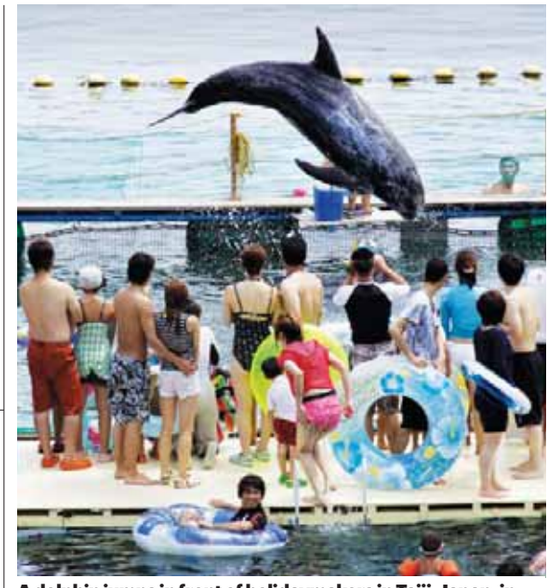

A dolphin jumps in front of holidaymakers in Taiji, Japan, in this 2010 photo. KOJI SASAHARA/THE ASSOCIATED PRESS

Taiji dolphin hunt 'cruel'

JAPAN

Aquariums say no to animals from area hunt

Japan's aquariums promised Wednesday to stop acquiring dolphins captured in a bloody hunt that was depicted in the Oscar-winning documentary The Cove and which has caused global outrage.

The move by the Japanese Association of Zoos and Aquariums (JAZA) follows a decision last month by the Swiss-based umbrella group World Association of Zoos and Aquariums (WAZA) to suspend the Japanese organization's membership.

WAZA characterized the Taiji hunt as "cruel" and decided that none of its members should acquire dolphins in such a way.

In that hunt, dolphins are scared with banging, herded into a cove and speared by fishermen for their meat. The best-looking ones are sold to aquariums.

In a letter to WAZA, the Japanese group, which comprises 89 zoos and 63 aquariums, said it would abide by WAZA's decision.

"It is our wish at JAZA to remain as a member of WAZA," chair Kazutoshi Arai said in a letter addressed to WAZA President Lee Ehmke.

The campaign against the Taiji hunt has drawn Hollywood stars as well as the anti-whaling group Sea Shepherd.

The latest move was welcomed by animal-welfare groups.

"This momentous decision marks the beginning of the end for dolphin hunting in Japan," said Sarah Lucas, the CEO of Australia for Dolphins.

Officials in Taiji, a small fishing village in central Japan, and fishermen have defended the hunt as tradition, saying that eating dolphin meat is no different from eating beef or chicken.

Groups such as Australia for Dolphins argue that dolphin meat does not provide enough monetary incentive to keep the hunts going, but dolphins are sold to aquariums and marine shows for thousands of dollars.

WAZA did not immediately respond to a request for comment. THE ASSOCIATED PRESS

BACKGROUND

Dolphin meat is a delicacy most Japanese never experience. Many Japanese are horrified by the dolphin killing and have joined the campaign against the Taiji hunt.

The Cove, which won an Academy Award in 2009, focuses on veteran dolphin activist Ric O'Barry, who trained dolphins for the 1960s Flipper TV series before deciding to devote his life to protecting the mammals and keeping them in nature. THE ASSOCIATED PRESS

Irish gear up to vote on gay marriage

HUMAN RIGHTS

Referendum will be world's first on issue

Gays in Ireland often have faced a stark choice between leading secret lives or emigrating to more liberal lands. This week, the Irish could turn that tradition on its head and vote to legalize same-sex marriage in the world's first national referendum on the matter.

The campaign ahead of Friday's constitutional referendum has featured searing testimonies designed to make the voters of this predominantly Roman Catholic nation look in the mirror.

Members of many of Ireland's most prominent families have come out of the closet in hopes of challenging their neighbours' attitudes to homosexuality.

The contest has pit the waning power of the Catholic Church against the secular-minded government of Prime Minister Enda Kenny.

A gay-rights mural decorates the side of a building in Dublin on April 23. THE ASSOCIATED PRESS

Gay marriage is legal in 19 countries, including Britain and most of the United States. Three U.S. states used referendums to help enact their laws, but Ireland is the first to hold a nationwide popular vote. THE ASSOCIATED PRESS

CRIME

U.K. police suspect 1,400 of sex abuse

A national U.K. police group looking into potential links between multiple British investigations into past child sex abuse said Wednesday that more than 1,400 suspects have been identified.

The National Police Chiefs' Council, which co-ordinates separate abuse allegations across Britain, said 261 suspects were "people of public prominence." They included 76 politicians, 135 people from TV, film or radio and 43 from the music industry.

Most of the others were said to be offenders who operated inside schools, children's homes and religious bodies. Of the total, 216 are dead.

Norfolk Chief Constable Simon Bailey said the referrals were "increasing on an almost-daily basis." He added that revelations about the scale of abuse by late children's entertainer and charity fundraiser Jimmy Savile "no doubt" had an impact on the unprecedented number of allegations.

An official inquiry is underway looking into whether British public agencies had neglected or covered up abuse allegations from the 1970s. THE ASSOCIATED PRESS

IN BRIEF

NSA may have to wind down bulk data collection

The U.S. Justice Department warned lawmakers that the National Security Agency will have to wind down its bulk collection of Americans' phone records by the end of the week if Congress fails to re-authorize the Bush-era Patriot Act.

Faced with the law's expiration on June 1, the department circulated a memo on Wednesday that described the powers that will lapse and the actions NSA will have to take in advance to avoid legal challenges. The House of Representatives has already passed a bill that would change the way phone records are collected. THE ASSOCIATED PRESS

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ENVIRONMENT

Oil slick spans miles off California coast

Slicks of oil that spilled into California coastal waters from an onshore pipeline spanned a total of nine miles Wednesday, and a company official said the line was operating at full capacity when it broke, suggesting much more oil escaped than initially estimated.

The oil that spilled Tuesday off southern Santa Barbara County formed two slicks, said Coast Guard Capt. Jennifer Williams, one of two federal response co-ordinators.

Before a morning flyover, the oil was estimated to span four miles of ocean.

The spill from a Plains All American Pipeline LP pipe was initially estimated at 21,000 gallons, but officials were not relying on that.

Company official Darren Palmer said Wednesday it remained unknown how much oil actually spilled.

> **It smells like what they use to pave the roads ... I'm sad for the birds — if they lose their habitat.**
>
> Fan Yang, 26, of Indianapolis

But he said the pipeline was running at a rate of 2,000 barrels an hour — equivalent to 84,000 gallons.

The pipe was built in 1991 and underwent integrity testing a few weeks ago, he said. Palmer said the company took responsibility for the spill and would pay for the cleanup.

THE ASSOCIATED PRESS

MIGRANT CRISIS INDONESIA, MALAYSIA OFFER SHELTER TO BOAT PEOPLE Migrants wait to be rescued by Acehnese fishermen on their boat on the sea off East Aceh, Indonesia, Wednesday. In a potential breakthrough in Southeast Asia's humanitarian crisis, Indonesia and Malaysia offered Wednesday to provide temporary shelter to thousands of migrants stranded at sea after weeks of saying they weren't welcome. But they appealed for international help, saying the crisis was a global, not a regional, problem. S. YULINNAS/THE ASSOCIATED PRESS

MIDDLE EAST

Israeli PM cancels segregated buses

Prime Minister Benjamin Netanyahu on Wednesday cancelled a plan that would have banned Palestinian labourers from riding on the same buses with Jewish settlers in the West Bank, just hours after it was announced — an embarrassing about-face that reflected the tensions enveloping Israel's new government.

The inauspicious start for Netanyahu's hard-line government illustrated the difficulties that loom as it tries to advance a pro-settler agenda in the face of rising global outrage and domestic criticism.

The reversal came as the European Union's foreign policy chief, Federica Mogherini, was in town. The EU has taken a tough stance against settlements built on lands claimed by the Palestinians.

As the bus plan was unveiled, Israeli critics across the political spectrum derided it as racist, with one opposition politician comparing it to "apartheid." Israeli President Reuven Rivlin, a member of Netanyahu's Likud Party, called the plan "unthinkable" and said there had been "great damage" to Israel.

Netanyahu's new coalition, which was sworn into office last week, is dominated by settler sympathizers, and the busing plan, launched late Tuesday on a trial basis, had sought to separate settlers and Palestinians from travelling together through the West Bank.

THE ASSOCIATED PRESS

U.S. releases seized bin Laden papers

DECLASSIFIED DOCUMENTS

Include letters to wife, terror applications

During his years in hiding, Osama bin Laden urged followers to concentrate on attacking Americans and wrote bittersweet letters to one of his wives and his children, according to documents released Wednesday by U.S. intelligence officials.

The documents were seized in the al-Qaida leader's compound during the raid in which bin Laden was killed. More than 100 were declassified and published online.

The documents include a fill-in-the-blanks job application for terrorist candidates that ranges from typical questions about education and hobbies to "Do you wish to execute a suicide operation?"

Altogether, the 103 papers and videos add new texture to the world's picture of the mastermind of the Sept. 11 terror attacks, much of it in his own words.

They include videos and images of letters in Arabic, with the English translations by intelligence officials.

The material was recovered in the May 2011 raid on bin Laden's compound in Abbottabad, Pakistan, the Office of the Director of National Intelligence said. It said it was being made public after a rigorous review by government agencies, as required by a 2014 law.

U.S. officials had said at the time of his death that they believed bin Laden had become so isolated in his hideout that he no longer exercised the level of control over al-Qaida operations that he had in the past.

In one letter, bin Laden urges one of his deputies to inform "our brothers" they must keep their focus on fighting Americans. Their "job is to uproot the obnoxious tree by concentrating on its American trunk, and to avoid being occupied with the local security forces," bin Laden writes.

Another bin Laden letter mocks President George W. Bush's "war on terror," saying it had not achieved stability in Iraq or Afghanistan and questioning why U.S. troops were "searching for the lost phantom" — weapons of mass destruction in Iraq.

THE ASSOCIATED PRESS

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NIGERIA

Ex-Boko Haram captives under suspicion

All 275 women, girls and children rescued from Boko Haram and taken to the safety of a northeast Nigerian refugee camp have been taken into military custody amid suspicions that some are aiding the Islamic extremists, a camp official and a Nigerian military intelligence officer said Wednesday.

They said soldiers on Tuesday took the group from Malkohi Camp to the airport at Yola city, where a military plane flew them to an unknown destination.

Spokesman Sani Datti of the National Emergency Management Agency, which manages the camp, said he was aware that soldiers removed the group but said he had no other information about an "entirely military affair."

The army spokesman for 23rd Armoured Brigade in Yola could not be immediately reached for comment.

An intelligence officer told The Associated Press the move followed fears that some women were communicating at night with Boko Haram. The camp official said the suspicions were voiced during trauma counselling sessions. Both requested anonymity because the affair is sensitive.

The group — which includes 67 women and girls and the rest young children — was brought to Malkohi on May 2.

THE ASSOCIATED PRESS

DETAILS

The group told stories of their captivity and the trauma of their rescue from a Sambisa Forest camp, where Boko Haram fighters stoned several of them. Others were crushed by a military armoured car and three women died when a land mine exploded.

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People march carrying portraits of Archbishop Oscar Romero in San Salvador, El Salvador in 2011. THE ASSOCIATED PRESS

Martyrdom redefined

VATICAN

Archbishop's beatification gives term new meaning

The upcoming beatification of El Salvador Archbishop Oscar Romero is doing more than just giving Latin America its long-awaited saint-in-waiting. It has helped redefine the Catholic Church's concept of martyrdom and paved the way for others killed for doing God's work to follow in Romero's saint-making footsteps.

Traditionally, the Catholic Church recognizes martyrs as people who were killed for refusing to renounce their faith, often during bouts of anti-Christian persecution. It assumes that the killer intended to kill out of hatred for the person's belief in Christ, such as the many Christian martyrs being killed today in the Mideast at the hands of Islamic extremists.

A martyrdom declaration exempts the saintly candidate from the beatification requirement that the Vatican confirm a miracle attributed to his or her intercession. A second miracle is usually needed to be canonized.

Romero was killed by right-wing death squads — presumably baptized Catholics from the overwhelmingly Roman Catholic El Salvador — who vehemently opposed his preaching against the repression of the poor by the army at the start of the country's 1980-1992 civil war. Romero was gunned down on March 24, 1980, as he celebrated Mass in a hospital chapel in San Salvador.

Romero's sainthood case had been held up for years by the Vatican, primarily due to opposition from conservative Latin American churchmen who feared his perceived association with liberation theology would embolden the movement that holds that Jesus' teachings require followers to fight for social and economic justice.

It was also delayed over related questions about whether Romero was killed out of hatred for his faith or his politics. If killed for his politics, it was argued, he couldn't be declared a martyr of the faith.

In the end, Pope Francis decreed that Romero was killed as a martyr out of hatred for the faith — or "in odium fidei."

THE ASSOCIATED PRESS

BACKGROUND

According to Archbishop Vincenzo Paglia, the main proponent of Romero's cause, the pope's decree confirmed the acceptance of a new understanding that martyrs can be killed, even by church-going Catholics, out of hatred for their Gospel-inspired work in favour of the poor and disenfranchised.

THE ASSOCIATED PRESS

Spotify getting into videos, news radio

STREAMING SERVICES

Digital music leader goes up against Netflix, Hulu, Amazon

While saying that it is still a music company at heart, Spotify says it is expanding its lineup to include podcasts, news radio and video streaming.

The company says it wants to help people create a soundtrack for their day that includes not only music but videos, newscasts and other content.

Spotify offers free streaming music and also a premium service for a monthly fee that includes extra features. The company didn't say it is changing its cost structure.

Spotify enters a competitive market for video streaming dominated by Netflix, Amazon.com and Hulu, and getting more crowded with the arrival of companies like HBO.

Spotify's service is a "logical extension of the company's success in digital music streaming, since these are complementary businesses that use much of the same technology infrastructure, marketing expertise, and vendor relationships," said Paul Verna, senior analyst at research firm eMarketer.

Verna said the manoeuvre suggests that Spotify "sees a business opportunity in digital video advertising, which is a much larger and faster-growing sector than Spotify's core business of digital music."

THE ASSOCIATED PRESS

LAUNCHES

CEO Daniel Ek said the new service launched Wednesday in the U.S., U.K., Germany and Sweden. There's no word yet on a Canadian launch date.

Daniel Ek, CEO of Spotify, announces at a media conference in New York Wednesday the music streaming leader's entry into video and original content. DON EMMERT/AFP/GETTY IMAGES

MEAT TRADE

U.S. committee votes to repeal labels law

The U.S. House of Representatives agriculture committee voted 38-6 on Wednesday to get rid of labels on packages of meat that say where the animals were born, raised and slaughtered — just two days after the World Trade Organization ruled against parts of it.

House Agriculture Committee Chairman Mike Conaway, a Republican, along with several of his colleagues, introduced the legislation hours after the WTO decision. All but six of the committee's Democrats supported the bill.

"We cannot sit back and let American businesses be held hostage to the desires of a small minority who refuse to acknowledge that the battle is lost," Conaway said.

The bill would go beyond just the muscle cuts of red meat that were covered under the WTO case, however, also repealing country-of-origin labelling for poultry, ground beef and ground pork. Conaway said the poultry industry asked to be included after facing "high costs and little if any quantifiable benefits" from the labelling law.

THE ASSOCIATED PRESS

IN BRIEF

Protest shuts restaurant
McDonald's shut down a restaurant near its headquarters in Oak Brook, Ill., Wednesday after the area was swamped by hundreds of protesters calling for pay of $15 US an hour and a union. A spokeswoman said it was closed because of traffic concerns. THE ASSOCIATED PRESS

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MORTGAGES

Banks shun contract workers

When Toronto actor Shawn Ahmed asked his bank for a mortgage in early 2013, he ran up against the lending policies that some say are shutting young contract workers out of the loans market altogether.

Ahmed, at 27, had already appeared in numerous TV shows and movies. But TD Bank and PC Financial turned down his applications because he didn't fit their framework for an ideal borrower, Ahmed said.

Ahmed faced the problem of an increasing number of young people, the millennial generation of those under 35 for which contract and short-term employment is more common than full-time work.

Young people have seen a big shift from full-time employment, which has grown 3.5 per cent since 2008 for those aged 25 to 44, to contract work, which is up 24.9 per cent in the same period. Yet, Canada's big banks haven't updated their lending rules to deal with this new reality, said Julie Fortier, who ran into troubles securing a mortgage.

"We're all on contract," said Fortier, 32. "Banks don't really understand how to deal with it."

Now new lenders are making their way into the market, with online outlets such as Borrowell and Grouplend looking to bridge the gap between high-interest credit cards and low-cost loans. Borrowell CEO Andrew Graham and Grouplend CEO Kevin Sandhu said their products use personal information to build a more complete picture of a borrower to offer loans and rates to people who believe they are being ignored by the major banks.

THE CANADIAN PRESS

Actor Shawn Ahmed. GALIT RODAN/THE CANADIAN PRESS

Banking giants' fines top $5B

A group of global banks will pay more than $5 billion US in penalties and plead guilty to rigging the world's currency market, the first time in more than two decades that major players have admitted to criminal wrongdoing.

JPMorgan Chase, Citigroup, Barclays and The Royal Bank of Scotland conspired to fix rates on U.S. dollars and euros traded in the huge global market for currencies, according to a resolution announced Wednesday between the banks and the U.S. Department of Justice.

A group of currency traders, calling itself The Cartel, allegedly shared customer orders through chat rooms and used that information to profit at the expense of their clients.

The four banks will pay a combined $2.5 billion US in criminal penalties to the DOJ, according to the agreement. The Federal Reserve is slapping them with an additional $1.6 billion US.

British bank Barclays is paying $1.3 billion US to British and U.S. regulators.

Another bank, Switzerland's UBS, has agreed to plead guilty to manipulating key interest rates and will pay a separate criminal penalty of $203 million. THE ASSOCIATED PRESS

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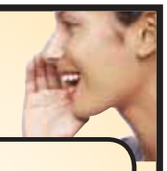

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metro VIEWS
Your essential daily news
Thursday, May 21, 2015

Bloc needs a saviour to survive

POLITICS
Chantal Hébert

The Parti Québécois chose media tycoon Pierre-Karl Péladeau as its leader last Friday, based on the belief he would breathe new life into the flagging cause of sovereignty and do so quickly.

For the baby boomers who make up the backbone of the PQ, time to reach the coveted destination of independence is of the essence.

But unless the Bloc Québécois rises from the dead next October, the first Quebec vote to take place on PKP's watch will turn into yet another sovereigntist wake.

At this juncture, resurrecting the federal party is lining up to be a tall order.

The Bloc has not been in first place in voting intentions since its 2011 defeat at the hands of the NDP. Provincewide, it usually ranks third behind the Liberals and the NDP, just ahead of the Conservatives. Because the Conservatives' support is heavily concentrated in the larger Quebec City area, Stephen Harper's party is currently favoured to win more seats than the BQ next fall.

With only one MP running for re-election and in the absence of a leader in the House of Commons, the Bloc has on occasion gone for weeks since 2011 without rating more than a passing mention in the mainstream Quebec media.

Almost a year into the tenure of sovereigntist activist Mario Beaulieu, the latest Bloc leader remains unknown to many Quebec voters.

Most of them will see him in action for the first time on the podium of the French-language election debate(s) this year. His own election campaign, in a Montreal inner-city riding currently represented by the NDP, is expected to be an uphill battle.

The Bloc would need the political equivalent of divine intervention if it is to avoid being unceremoniously consigned to the dustbin of history next fall.

For many sovereignists, that divine intervention is expected to take the shape of an incoming PQ leader considered by more than a few of his followers to have the ability to walk on water.

If he could, Péladeau might be tempted to pass on a potentially programmed-to-fail rescue mission. He is a late convert to the merits of a sovereigntist presence on Parliament Hill.

Early in his leadership campaign, he voiced doubts as to the relevance of the Bloc, only to have to backtrack in the face of a nascent backlash within party ranks.

Now — and whether he likes it or not — the upcoming federal election is poised to be the first real-life test of his capacity to nurse sovereigntist fortunes back to health.

If only for the sake of the fractious movement he is trying to reunite behind him, Péladeau would be hard-pressed to sit out the federal campaign while the PQ's sister party fights for its life.

A fatal Bloc defeat would take wind out of Péladeau's sails, but sitting on his hands while the federal ship sinks could compound the damage.

PKP has, after all, promised to make the pursuit of sovereignty his overriding concern. As it happens, that has also been Beaulieu's mantra. He has now taken to quoting his new PQ partner at every opportunity.

The Bloc is the only sovereigntist option on the federal ballot. In theory, voting for the party should be a no-brainer for anyone partaking in a PKP-induced sovereigntist revival.

After all, when it comes to supporting sovereignty in the abstract, casting a ballot for the Bloc comes second only to telling a pollster that one would vote yes in the hypothetical event of another referendum.

A fatal Bloc defeat would take wind out of Péladeau's sails, but sitting on his hands while the federal ship sinks could compound the damage.

As of last weekend, according to Léger Marketing, the proportion of yes voters stood at 42 per cent and support for the PKP-led PQ at 34 per cent. If he has even a fraction of the power of attraction that his supporters believe, should not Péladeau's presence in the sovereignist window bring enough traffic to the Bloc to keep it in business?

Not that the PQ does not have a script ready for any federal outcome.

Over the past two decades it has always cast the Bloc's successes as great omens for sovereignty and its setbacks as meaningless ones for its cause. The reverse has tended to be true.

Chantal Hébert is a national affairs writer. Her column appears in Metro every Thursday.

ROSEMARY WESTWOOD
metroview

To keep friendships, we need to embrace the complications

This is the Age of Friendship.

Perfect love has been outed as a lie, marriage is not obligatory, and sexual relationships can be as varied and short-lived as the weather.

Families have been scattered across the globe, replaced by the rise of the "chosen family," and Statistics Canada has reported that we're more likely to see friends over family in any given week.

The friend is the dominant relationship of our time, and we're gathering more of them. But don't expect this era to be any less fickle.

Yesterday, Statscan revealed that the number of Canadians with three or more close friends rose to 75 per cent in 2013, versus 70 per cent in 2003. Among 25- to 34-year-olds, 70 per cent have more than 10 other friends or acquaintances, up from 58 per cent a decade before.

Yet no one tells you, when you start making all these friends, how frequently the relationships will change.

Growing up, I believed friends would be the safety blanket of adult life, the constant, forgiving companions. Lovers come and go, but friendship is forever, I was told.

But it's not always true. And we should be honest about it.

Yes, there are efforts to show the complexity of friendships (the new novel Friendship, the best-friend breakup movie Frances Ha and the TV show Girls) but they're hardly enough to dispel our assumptions of the cemented, enduring friendship.

And when I found myself one day realizing I was drifting from a friend I believed would love me forever, it was a shock.

When I have moved cities and left behind people I saw daily, I've worried that it's my fault if intimacy is lost. When close friends have fallen in love, when they've changed, or when I've changed, the friendship doesn't hold steady. It morphs. And sometimes it dies.

There's hardly ever a clean break, the "it's not you, it's me" conversation, which Natalie Kon-yu, co-editor of a collection of essays on female friendships called Just Between Us, has noted. Shame over the loss can linger. It's one thing for love to die, but who discards a friend?

Yet in 2009, Dutch researcher Gerald Mollenhorst found that we do change friends — about half of them every seven years.

If we want to keep the friends we have now, we'd better get real about how complicated those relationships can be. And if we should lose some of them, it shouldn't be a source of shame.

Life, and friendship, is just that messy.

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Wickd: R&B star The Weeknd racks up six MMVA nominations

UNIQUE & THRIFTY

SOLANGE'S INSTAGRAM/@STRECORDS

The new normal is there is no normal when it comes to weddings, says Toronto-based wedding planner Tracey Manailescu. Want to celebrate your second marriage in a cape on a bicycle like singer Solange Knowles? Go for it. Is a yellow dress and a canoe à la actress Amber Tamblyn more your style? Why not? Here's how to uniquely celebrate without going into debt till death do you part.

Something borrowed
Manailescu suggests renting your dress or buying a used one. She's So Beautiful in Brantford, Ont., is a good place to start, advises the expert. And the site RentfrockRepeat.com has a wide range of non-traditional options.

Roses are red, violets are blue — and they will cost you
Flowers are another area where couples are shocked by the blooming costs, says the wedding planner and trainer.

Commit (to a budget)
Guesstimate how much things will cost and then go ahead and assume it will cost 25 per cent more than that. Then stick to that number.

Vow to keep it simple

SLAPDASH AFFAIR

How to save 20K+ and plan your wedding on the fly

Melissa Dunne
Metro | Life

"You bought your wedding dress online?!" exclaimed my seamstress.

"Yes," I murmured, suddenly turning the shade of a ripened tomato and rambling on about how it's a casual affair, we've been together almost a decade and it's a waste of money to spend a small fortune on something you'll wear once.

Later, The Fiancé and I went to a local florist. When she asked which colours I wanted I said: "I dunno… red?" She exclaimed: "Red? At a June wedding?!"

A pattern was emerging. Planning a wedding on a whim was causing members of the public to lose it. Both times these women literally shrieked their disapproval at my plans I thought to myself: "THIS is exactly why I've always wanted to elope."

The amount of furrowed brows and not-so-silent judging has been a surprise. On Instagram and Pinterest it looks like everyone is happily opting for floral crowns, coloured dresses, suspenders and polka-dot bow-ties while everyone beams with delight at their whimsical choices. But in real life, there is still significant shade thrown at couples eschewing the traditional princess dress and tux.

Causing complete strangers' consternation wasn't the main reason it took so long for my cold feet to warm up to the idea of putting a ring on it. It was mainly the reported cost of those rings and the dress and the banquet hall etc., etc., etc.

Love don't cost a thing, but weddings sure do

According to Weddingbells' annual reader survey, the expected cost of a wedding in Canada in 2014 was $31,685. Not to humblebrag, but we planned our wedding in five days and the whole thing will cost about $5,000. The Fiancé and I actually thought it'd be more like $3,500, but have found that the little things (like dress alterations and flowers) quickly add up.

One of the ways we are keeping the costs so low is by keeping the guest list to about 30 family and friends. With the average number of guests at 128, according to the survey, I now see how the numbers quickly balloon. But, still, the average couple couldn't really be spending the equivalent to a down payment on tying the knot? Could they?

Yes, they could.

The co-founder and vice-president of The Wedding Planners Institute of Canada says based on her experience, couples really are spending $30,000+ on nuptials. In fact, many of her clients spend more than that.

"It's usually about $27,000," says Tracey Manailescu, who trains the next generation of wedding planners and has been helping couples plan their trips down the aisle for more than fifteen years.

Oh, and the $27,000 is just for the vendors and food. Everything else, like the dress and honeymoon would be on top of that figure, she clarifies. Ouch.

> **There is still significant shade thrown at couples eschewing the traditional princess dress and tux.**

After hearing those numbers I'm happy we committed to planning what a friend dubbed a "slapdash" wedding. But, is deciding to wed with less than two months' notice rude to our guests?

The rules when there are no rules

Manners maven Karen Cleveland also had a slapdash wedding by today's standards and assures me a last-minute event is just fine.

"My husband and I pulled ours together in four months," says the etiquette adviser at MannersAreSexy.com. "There's no right or wrong way to do things."

I sheepishly tell her we sent an e-vite to save money and time.

She says it's A-OK to send a digital invitation in the Digital Age.

Mentioning the registry, or lack thereof in our case, on the other hand …

The Fiancé insisted it was rude to mention the topic of registries or money at all, while I insisted we spell it out for guests in the e-vite, arguing it's ruder to force people to ask us directly.

Cleveland says The Fiancé was right and I was wrong (I'm turning red all over again!) The polite thing to do is not to mention money or gifts at all. Wait until people ask, she advises.

Cleveland adds couples should not expect guests to "pay their way."

Guests are just that — focus on giving them a good time, not on what they might give you, she advises. I couldn't agree more.

OK, there is one rule

While the manners expert is surprisingly open-minded when it comes to weddings she does have one iron-clad rule. Write handwritten thank-you notes to every guest.

"No email thank-yous," she says sternly.

With just over four weeks to go until I say "I do," I'm sure I'll get scolded for breaking a few more unspoken rules along the way. For the record: I'm going with a mix of daisies and white roses — not a red flower in sight.

Turns out picking flowers and dresses is not that different than picking out one person to spend the rest of your life with (eek). At some point you just have to trust your gut, close your eyes and take the plunge — trusting it will all work out in the end.

Or, you could just elope.

What last-minute weddings lack for in money and time can be make up with creativity. ISTOCK

Looks to put spring in your step

FROM HOLLYWOOD TO YOU

Star stylist shares key fashion trends for the season

From the Oscars to the recent Met Gala, Cristina Ehrlich has played a pivotal role in dressing several of Hollywood's leading ladies for marquee events.

Tina Fey, Penelope Cruz, Julianna Margulies, Margot Robbie and Girls star Allison Williams are among the actresses on the stylist's client roster.

"I think it's really just about having that understanding that you're there to make them feel super comfortable, make sure that you're hearing what they're saying," said Ehrlich, who was ranked among the Top 25 power stylists by The Hollywood Reporter.

"I think it's really important not to push a client into something she doesn't want to wear, or if she's not sure and you're not sure, to be honest about it and say, 'Let's move on.' Because at the end of the day, there's always another dress."

Ehrlich was recently in Toronto for a showcase of the Marshalls spring-summer collection, which highlighted fashions inspired by her star clients. Below, she reveals how women can channel the trends into their spring wardrobes. THE CANADIAN PRESS

Embellished crop top ($24.99)

Mix Masters

Robbie doesn't shy away from prints but if you're mixing them, Ehrlich suggests finding commonality in the colours, such a dominant white base.

"I think you have to look at the colour palette that you're mixing, and if you're doing baby blue and cream, maybe grey and purple will work," she said. "I think it's just one of the things where your eye looks at it and it makes sense or it doesn't."

Designer sheer panelled pencil skirt ($129.99)

Leather envelope clutch ($79.99)

Modern Femme

The fun approach to feminine fashion comes to the fore in outfits worn by Mad Men star and Montreal native Jessica Paré.

Ehrlich suggested opting for a form-fitting dress, and said women don't need to shy away from mixing metallics, notably in accessories.

"A couple of years ago, I would have thought the biggest no-no in the world is ... a gold evening bag ... paired with silver shoes. That's really just to show you now that there really are no rules and you can mix metal colours, too."

Metallic sneaker ($49.99)

Tortoise shell sunglasses ($29.99)

The Power Dresser

Embodied by stars like Margulies and Williams (pictured), the trend incorporates menswear-inspired pieces that can pair well with chic, feminine designs.

Ehrlich suggested teaming sleek separates like a blazer or flared trousers with bold statement accessories.

She said a prime example of the trend is sporting a jacket slung over a little black dress. Her choice LBD selection? The peplum, the ruffle or short overskirt that attaches to the waistlines of garments.

Collarless blazer and crop top ($34.99 and $59.99)

ALL ITEMS FROM MARSHALLS; PHOTOS: GETTY IMAGES; HANDOUT

FESTIVAL MAKEUP LOOKS

Cat eyes and red lips at Cannes

After keeping things natural and subtle at the start of the Cannes Film Festival (headbands, nude makeup), celebrities broke out their more glamorous beauty looks over the weekend.

Smoky shadow vs. the cat-eye flick

A timeless technique, the smoky eye is still big on the red carpet at Cannes this year, though beauty-savvy celebrities know not to overdo it. Black and charcoal eyeshadows are still a popular choice, along with grey, olive green and burgundy shades. Eva Longoria, Sophie Marceau and Sienna Miller were all spotted wearing smoldering smoky eyes this weekend.

Meanwhile, some celebrities opted for more natural eyeshadow shades, leaving the drama to the liner with a cat-eye effect. Natasha Poly and Svetlana Khodchenkova were among those wearing a feline flick on the outer corners of their eyes.

Eva Longoria at Cannes this week. ANDREAS RENTZ/GETTY IMAGES

Gloss vs. red lips

At the Cannes Film Festival just like anywhere else, the same rule of thumb applies: Dark and dramatic eyes call for more subtle lips (nude shades or a simple gloss), while dark lips call for more natural eyes. For the most part, celebrities stuck to this formula, meaning that red carpet beauty looks alternated between glamorous red lips and glossy pouts in pale pink.

Among those who chose red lipstick for a more sensual smile were Sienna Miller, Aishwarya Rai and Maïwenn, as well as Sonam Kapoor, whose lips popped in a red-orange shade. Salma Hayek, Diane Kruger and Naomi Watts, on the other hand, simply wore a touch of gloss for a natural shine. AFP

GOOP

Paltrow will now let them eat cake

Let it be known that Gwyneth Paltrow has relaxed her attitudes about exactly what her two kids are allowed to ingest, finally ending the embargo on "bad" foods, she tells Women's Health.

"My food philosophy is nothing should be ruled out," she tells the magazine. "I don't believe in saying, 'You're not allowed that.' If my kids want a Shirley Temple with the radioactive cherry in it, go for it, you know?"

So she's gone from outright banning foods she deems inappropriate to laying on some next-level laissez-faire parental guilt-tripping? High marks, ma'am.

Oh, and if you're interested in getting that Goop-endorsed glow that Paltrow rocks on the magazine's cover? It's actually really simple. She says she just believes in "exercise, laughing, having sex, being yourself." So if you're not getting the results you want, clearly you're doing one of those wrong. NED EHRBAR/METRO IN HOLLYWOOD

Gwyneth Paltrow GETTY IMAGES

metroGOSSIP MUST READ

At TIFF last year, Melissa McCarthy reminded a particularly nasty critic that when he criticizes her appearance, he is chipping away at the self esteem of little girls everywhere. GETTY IMAGES

McCarthy calls out nasty critic

GENDER ISSUES

Comedian shames man who slammed her looks

Ned Ehrbar
Metro | Hollywood

So that time last year when Melissa McCarthy confronted a critic who had trashed her appearance in Tammy and criticized her looks? Apparently, she decided not to sink to his level.

"I met him at the Toronto Film Festival, and he actually said, 'I'm the one that wrote this.'

"He came up to me, and I was surprised that he talked to me," she tells Ellen DeGeneres.

"When I said, 'If (your daughter) comes home and someone says you can't have a job because you're unattractive,' are you gonna say, 'That's right'? And he took that in his heart and he was like, 'No, I would never want that to happen. I would never in a million years want that to happen.'

"And I said, 'Just know that every time you write stuff, every young girl in this country reads that and they just get a little bit chipped away.' I just think that we tear down women ... for all these superficial reasons, and women are so great and strong, and I think he really heard that."

GOSSIP NOTES

Vancouverite the new Bachelorette

Canadian fans of The Bachelorette will have a hometown hero to root for on the reality TV show this season.

Vancouverite Kaitlyn Bristowe, originally from Leduc, Alta., will get her pick of two-dozen eligible bachelors that will vie for her heart (or their 15 minutes of fame) as cameras follow their every move.

In a twist that made for awkward television, the guys got to vote whether they wanted to date Kaitlyn, a 29-year-old dance instructor, or Britt Nilsson, a 28-year-old waitress from L.A.

Ultimately the men preferred Kaitlyn to Britt, who went home in tears. Kaitlyn proceeded to get to know the guys — she seemed smitten with Shawn, who kind of looks like fellow Canadian Ryan Gosling — and sent five of them packing. EMILY JACKSON/METRO

Olsen twins moving into the Fuller House after all

So remember all that talk about how Mary Kate and Ashley Olsen had no interest in doing Fuller House and that was fine because their former co-stars didn't want them around anyway? Yeah, about that. A source tells Life & Style that the twins have had a change of heart and are signing on to reprise their shared role as Michelle Tanner for the Netflix reboot.

"They figured it would be a good break from their usual work routine to go and join their old cast members," the source says. This, of course, raises more questions than it answers, like how do you work in two very famous actresses for one part? Or will Michelle have a long-lost evil twin? And what exactly is the Olsen twins' "usual work routine?" NED EHRBAR/METRO

Married life has Clooney ditching his one-T-shirt ways

So how is George Clooney's life changing now that he's no longer a swinging bachelor? It turns out that Amal Clooney hasn't been cramping his style too much — unless he gets out of line.

"There is that moment when I've worn the same T-shirt, like, for a week that she says, 'Really?'" Clooney tells Jimmy Kimmel during an interview. But just in case you think stars really are just like us, he's not talking about literally the exact same unwashed shirt for a week straight, but more just one style of shirt multiple days in a row. "I fake her out once in a while," he explains. "I get different colours of the same T-shirt." Oh, you prankster, you. So it's more of a fashion faux pas than a hygienic concern. Oh, rich people. NED EHRBAR/METRO

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metro HOME
Your essential daily news

Lime green will be the most popular accent colour this summer: Zillow Digs

What they're a$king

Stacked towns, urban towns and condo towns are all townhomes that are sold as condos. It's the best of both worlds for homeowners looking for the autonomy of a freehold lowrise with the maintenance-free lifestyle of a condominium.

Duncan McAllister FOR METRO

$759,000

Toronto

This single-floor downtown unit has views of Lake Ontario from all rooms. There are two terraces, bamboo floors, a stainless-steel built-in dishwasher and fridge, a Ceran glass-ceramic range, microwave and stackable washer and dryer. The unit includes two tandem underground parking spots and a shed. Listing agent Alex J. Wilson is with RE/MAX Condos Plus, 416-996-5181.

$382,400

Winnipeg

For sale is a three-bedroom unit that includes an attached double garage, high-end kitchen with plenty of cabinetry, an electric fireplace in the living room, hardwood floors in the dining room, and an outdoor deck. The unit, bordered by a forest and lake, is also five minutes away from a shopping centre. Listing agent Chris Kenny is a sales representative with RE/MAX Professionals, 204-899-4858.

$309,900

Calgary

This two-bedroom, two-storey, south-facing unit is within walking distance of transit, shopping and the university. It features a spacious living room with wood-burning fireplace, a laundry-storage room, kitchen and dining area. The bright and spacious master bedroom opens to a second balcony. Tim Lind is a sales representative with RE/MAX Real Estate (Mountain View), 403-247-5171.

$174,800

Ottawa

Here's a bright, two-bedroom upper townhouse at 1412 Tanguay Ct., with a spacious living-dining room with laminate floors. With a high walk score, the unit is located close to many amenities. There's a galley-style kitchen with an eating area that contains plenty of cabinets, updated quartz counters, glass-tile backsplash and tile floors. There's a decent sized master bedroom with a walk-in closet. There's also a view of mature pine trees from either balcony. Listing agent Geoff McGowan is a sales representative with RE/MAX Affiliates Realty, 613-216-1755.

3 PLACES TO HIDE YOUR CANDY

Designers working for Swedish confectionery company Malaco have developed a line of products that resemble normal things such as cans, clocks and books, designed specifically for concealing candy. Now when you take candy from a baby you can hide it like an adult. **MATTHEW LEE/METRO NEW YORK**

1 Hide Candy Tin

A discreet and safe spot to hide sweets from those who love them but loathe peas and canned fish. Holds 300 grams. Candy not included with any item. About $7 CDN at malaco.se

2 Hide Candy Globe

A globe that opens reveals plenty of space you can fill with your favourites and then place in your office or living room, with no one the wiser about its contents. Globe is 20 centimetres in diameter. About $20 CDN at malaco.se

3 Hide Candy Book

Here's a book you can (sort of) sink your teeth into. Fill up what looks like a classic novel for your nightstand and have ammunition at the ready in case of a midnight snack attack. About $15 CDN, also at malaco.se

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If you believe it, they will grow

DIY

Raising plants from seeds takes a little bit of faith

More and more people who garden these days put plants rather than seeds into the ground.

In the old days, the arrival of warm weather would have us all dropping bean, beet, marigold and zinnia seeds into moist soil, then eagerly waiting for those first green sprouts.

Go into any garden centre these days, though, and you can buy "cell packs" of robust bean, beet, marigold and zinnia plants. And these are what many folks are planting.

Buying transplants does, of course, give you a jump on the season. You'll taste your first beans and smell your first marigolds sooner if you set out plants that were jump started in a greenhouse.

And many annuals — tomatoes, peppers, impatiens and pansies, to name a few — must have growth well underway in spring if they are going to put on a reasonable performance in summer.

But a lot of plants — including nasturtiums, bachelor buttons, corn and peas — don't really need that jump start.

The main reason fewer people plant seeds these days is, perhaps, more serious: a lack of faith.

People have trouble believing that dry, apparently lifeless specks the size of a comma or this letter "o" will grow into fat, juicy carrot roots or 6-foot-high hollyhock towers.

Once you have the faith and plant seeds, however, you reap practical benefits.

Most obviously, seeds are cheap. For the same price as a single delphinium plant, you could buy enough seeds to create a garden full of delphiniums. Most flowers look better planted in abundance anyway.

With some vegetables, it's just not practical to grow transplants. Beans, for instance: At the recommended spacing of 2 inches apart, a modest, 10-foot row of beans would require about 60 plants, which is hardly a packet of bean seeds. So a cell pack of six bean plants, even a few cell packs, won't put many beans on your plate.

Another plus for planting seeds is the much greater selection offered.

Rather than planting Tendercrop, the one bean variety you might find as transplants, you could plant seeds of Blue Lake or Kentucky Wonder or any one of a number of other, better varieties available from the same establishment that sells you the transplants.

THE ASSOCIATED PRESS

Pea seedlings on display in New Paltz, N.Y. Planting from seeds can be more economical than buying transplants.

LEE REICH/THE ASSOCIATED PRESS

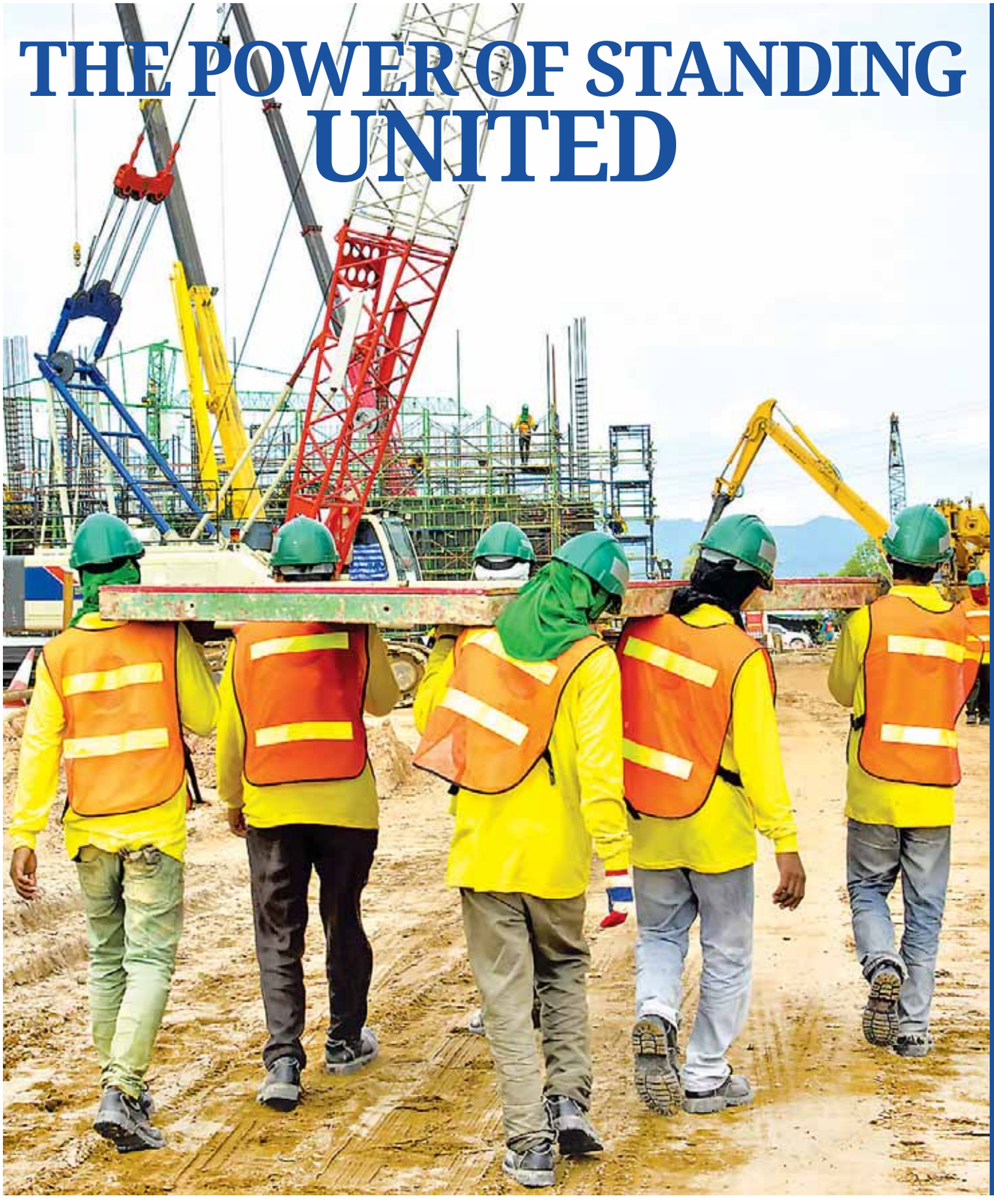
BELIEF IN SEEDS

Long history stands seeds in good stead

Gardening is more wondrous when you see a seed sprout, but how do you get the faith that plants will grow from seed? Realize, first of all, that more than 3 million years of evolution — the amount of time seed plants have been around — have been geared to making seeds better and better at sprouting. If that doesn't convince you, then just plant extra seeds wherever you want plants. Seeds are cheap, and you can remove excess plants once they're all up and growing. Success is further assured by starting with good seeds, planting them in soil that is moist and well aerated, and timing your plantings accordingly. THE ASSOCIATED PRESS

UNIONS

THE POWER OF STANDING UNITED



2 Union gains affect all Canadians

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10 Health, safety and unions

Union gains affect all Canadians

Nearly 30 per cent of all Canadian workers belong to a union: miners, tradespeople, nurses, retail workers, government staff, teachers, police officers, journalists and professional athletes, among many others. That's about four million Canadians. Yet union gains over the years affect all of us.

The union movement, for instance, was crucial to the rise of the middle class in Canada. With their ability to negotiate wage increases and raise the standard of living for their members, unions move employers into a more equitable distribution of wealth.

Unions push for decent pension plans, for pay equity, for 40-hour work weeks and overtime pay, for health and safety provisions, for health-care coverage, for unemployment insurance — gains from which all employees, union and non-union, ultimately benefit.

"It was not so long ago that we won the battle for paid maternity leave," says Sid Ryan, president of the Ontario Federation of Labour. "A lot of people don't know that the postal workers actually won that fight federally, and then it became the law of the land."

A recent study released by the Canadian Labour Congress ("Union Advantage 2014") pointed out some other tangible benefits of union membership: Unionized workers in Canada earn on average $5.17 per hour more than non-union members. Women in particular earn more when they are unionized ($6.89 more per hour), as do workers between the ages of 14 and 24, who earn an average of $3.16 more an hour.

This has a trickle-down effect throughout the economy: better-paid workers have more disposable income, which not only stimulates the economy but, on a smaller scale, helps support smaller local businesses.

That, in turn, has even farther-reaching implications and benefits every member of a community. According to the CLC report, almost $574 million more every week makes its way into local economies across Canada through the union-negotiated wages for working women alone.

"We fight for a better distribution of wealth and income and try to move people from the working class to the middle class," says Ryan. "We create a more equal society."

SHUTTERSTOCK

Fighting for fairness

In mid-April, tens of thousands of workers across Canada and the United States walked off the job to protest low wages. Called the Fight for $15, the demonstrations were meant to put pressure on governments to raise the minimum wage to $15 an hour for low-paid workers in such industries as fast food, retail and home care.

The cause has been rapidly picking up speed over the past few years, shared by labour and community organizations, and it's central to the Ontario Federation of Labour's focus for 2015.

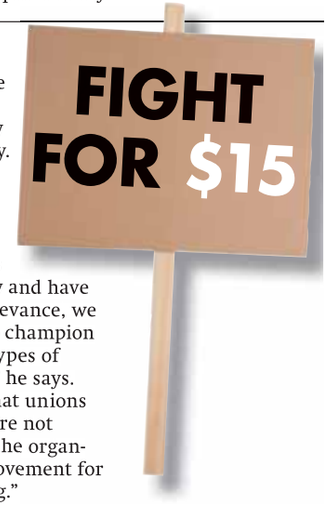
"In Ontario, we're looking at a multitude of issues," explains OFL president Sid Ryan. "The overarching strategy is the whole question of poverty. It's the issue of the day."

That means pressing for an increase in the minimum wage ($11.25 per hour in Ontario, starting October 1). But $11 an hour is still 36 per cent below the poverty line, Ryan notes — far too little to cover a post-secondary education, for instance, or to help people pull themselves out of poverty. A raise to $15 an hour would push people 10 to 12 per cent above the line.

In February, the OFL presented a submission to the Ontario government's budget committee, demanding measures that would address poverty and inequality from different angles, including improvements to child care and social security and access to affordable housing and education.

In addition, the OFL and other unions are pressing for change at the end of people's working lives. "A lot of seniors are retiring into poverty," says Ryan. "Sixty-five percent of Canadians don't have a pension plan and many don't have savings."

Currently, the Canada Pension Plan covers 25 per cent of pensionable earnings; in Ontario, the average retiree receives $6,800 annually from CPP. The OFL and others are pushing for an increase to 50 per cent, which Ryan says would bring retirees back above the poverty line. Minimum wage and pension plans are not something most union members need to worry about, says Ryan. But both elements feed into the OFL's poverty strategy. "If the trade-union movement is to grow and have real relevance, we have to champion these types of issues," he says. "It's what unions do. We're not called the organized movement for nothing."



UA CANADA: 125 YEARS OF HISTORY

CONTRIBUTED

In August, the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (UA) will be celebrating its 125th anniversary. First proposed by a Boston plumber in 1889, the multi-craft union has grown to represent over 300,000 men and women, including 55,000 members in Canada, and has become one of the most respected building trades unions in North America.

But with that growth has come a few growing pains. "If we went back 25 years ago, we probably controlled 80 per cent of the work in this country," explains John Telford, the United Association's Canadian director. Ten years ago that number had dropped to 35 per cent. "We took our eye off the ball and we catered to massive projects — nuclear power plants, big Oil Sands jobs and the refinery industry in Sarnia — we kind of forgot about our schools and hospitals and the work we do every day." In the meantime, he says, nonunion workers moved into the jobs.

In an effort to turn that around, UA Canada put a massive market recovery program together 15 years ago, and since then membership has increased by about 13,000. Turning things around also meant losing a small percentage of members — between 80 and 100 people across the country — who had been causing problems on job sites as well as by providing drug and alcohol rehabilitation to those members who required it. "We probably saved 150 to 200 people that way," says Telford.

The union has also changed its approach to the concerns of its industry partners, moving to a place where both sides now sit down and listen to each other. They're modernizing their collective agreements to reflect not only the changing times but also the different needs of members around the country.

At the same time, the UA has always and still boasts the most extensive training programs in the industry. All members are either registered tradespeople or registered apprentices in plumbing, steamfitting, refrigeration or sprinkler mechanics. Beyond that, there are upgrading opportunities as well as specialized training and courses available in other fields.

"Training is core to everything we do," says James Hogarth, business manager of the Ontario Pipe Trades Council and former business manager of UA Local 46. In North America, every year, the UA spends $250 million on training. "Every penny of that is members' money," adds Telford.

For his part, Hogarth concedes that the UA hadn't been moving with the times. But after looking at the industry as a whole, figuring out where the union fits in now and where they want it be in 10 years, he says: "The message is getting out there: the UA is the place to be."

Looking into the future of the UA

Union is growing to handle all the work

After a determined push to sign more members and to gain back market share they had lost to nonunion workers, the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada (UA) has grown big enough again to take on anything that comes its way.

"We have enough people now," says John Telford, the United Association's Canadian director. "We'll keep growing and handle all the work."

And there is plenty of work to be handled. In British Columbia, for example, to feed any one of several proposed liquefied natural gas plants alone would require the building of five gas plants and the laying of pipelines from the Alberta border to near Kitimat. Work in Saskatchewan has been going strong for the past few years — UA Local 179 has grown to 1,700 members from 1,100 during that time and recently surpassed five million man hours — and Telford says it will continue to be as busy over the next 10 years as in Alberta. "We just cut a brand-new deal in Alberta and tied our rate increases to the price of oil," he says. "If oil goes up, we'll do well."

In addition, there are three big projects ahead in Ontario, with work at Darlington, Bruce and Pickering nuclear power plants. The union also recently made an agreement for work on the last section of the 4,600-km Energy East pipeline project, pending approval. There are also plans for UA to build two ships on the east coast and then another three or four out west — something, Telford notes, that has not been done in Canada for a quarter of a century.

Two areas of huge growth have been in maintenance and sprinklers. "Irving Oil has 180 of my men and women there every day just doing plant maintenance," Telford says. "It's one thing to build an $8-billion plant, but that project will produce one million man hours of maintenance a year." On a smaller scale, HVAC (heating, ventilation, air conditioning) is also big for the UA, as every unit that's installed will require some kind of maintenance.

Sprinklers are a big growth area for the UA as well, particularly since they became mandatory, in May, 2013 in every building of four storeys or more. "It's really impacted our industry," Telford says. "It's growing leaps and bounds for us. In Ontario, we're probably over 80 per cent market share for sprinklers."

CONTRIBUTED

What Telford would really like to see in the future is an increase in the amount of Canadian fabrication of materials. And UA Canada is still looking for an additional increase in membership — which is currently around 55,000 — of as much as 10,000 over the next few years.

"We're not without our problems," says Telford. "We compete every day with the nonunion." But he is proud of the fact that the locals have taken their jobs seriously and are willing to move within the collective agreements. "We're not expecting anybody to drop their wages," he adds. "It's about productivity."

Precarious workers in industries like food service often have little protection in the workplace. SHUTTERSTOCK

A TALE OF TWO WORKERS

James

James has worked in the cafeteria of 89 Chestnut, a hotel-turned-student residence run by the University of Toronto, for the past eight years.

The 56-year-old father works five evenings a week between September and the end of April, setting up for meals, clearing tables and washing dishes. Most employees are let go for the slower summer months to collect Unemployment Insurance, but because of his relative seniority, James gets two or three days a week of work.

Currently, James's union is in the middle of bargaining for a new contract. He doesn't have too many complaints, though he hopes the company will cover orthopedic shoes. "They are very, very important for us," he says. He makes $17.94 an hour; his salary was frozen for a couple of years, after which he got a small increase in exchange for giving up some benefits. James and any of his family members can attend the university for free if they wish. "Many of us are doing this type of kitchen work, but it's good for our kids."

Anna

Anna has worked full-time as a cook in a cafeteria on the same campus of the University of Toronto for almost 15 years.

She works through the summer and makes $14.55 an hour. When the day is done, the 56-year-old mother is required to take her uniform home and wash it herself. Neither she nor her family members get a break on tuition at the university.

Anna works for a subcontractor hired by the university, not for the university itself. When a new company won the contract to run the cafeteria, Anna and her coworkers had to fight to keep their jobs.

"The hotels have successorship rights but because we're contract workers we do not have those rights," she says. "If a new contractor comes in, they don't have to keep us. That's what we're worried about." Not only is there no real job security, her friends who work directly for the university have better benefits and higher hourly wages. "We're looking for the same thing too," she says.

Two workers, same workplace, different story

When, as Ontario Premier Kathleen Wynne has promised, the Ontario Labour Relations Act is revisited for the first time in 20 years, unions will be pressing for more protection for precarious workers like Anna.

Many of them are in contracted positions that are typically underpaid with few benefits and little job security. When a new subcontractor is hired, all workers are fired and they have to fight to get their jobs back — leaving essentially no possibility of improving their situations.

"There is an entire class of second-class citizens who enjoy fewer rights than everyone else," says David Sanders, organizing director at UNITE HERE, which represents workers in hospitality, airports, laundry and food service, among other industries. "People are falling through the cracks and unable to support themselves and their families." An overwhelming number of these workers have immigrated to Canada, get trapped in these types of jobs and fall further and further behind.

"The Liberal government is committed to modernizing the Ontario labour relations regime," adds Sanders. "We particularly want to focus on precarious workers to make sure the labour law system doesn't have cracks that people fall through. We believe that successorship for contract services is important to fill those cracks."

LABOUR LAW REFORM WISH LIST

In February, Ontario Premier Kathleen Wynne ordered a review of both the Ontario Labour Relations Act and the Employment Standards Act with the objective of modernizing them, in particular with respect to workers in precarious employment — a segment of the population that has grown by 50 per cent over the last 18 years.

Among unions' wish list for labour law reform:

Card check certification

To unions it's the gold standard and a key focus for statutory change. When a clear majority of workers — the definition of majority varies from province to province — has signed a card to join a union, the union is certified.

Card checks had been the method used to form a union since the 1950s in Ontario until the Mike Harris government brought in the mandatory secret ballot for certification in 1995.

Unions feel the ballot approach gives an employer enough warning and time to discourage workers from voting to certify.

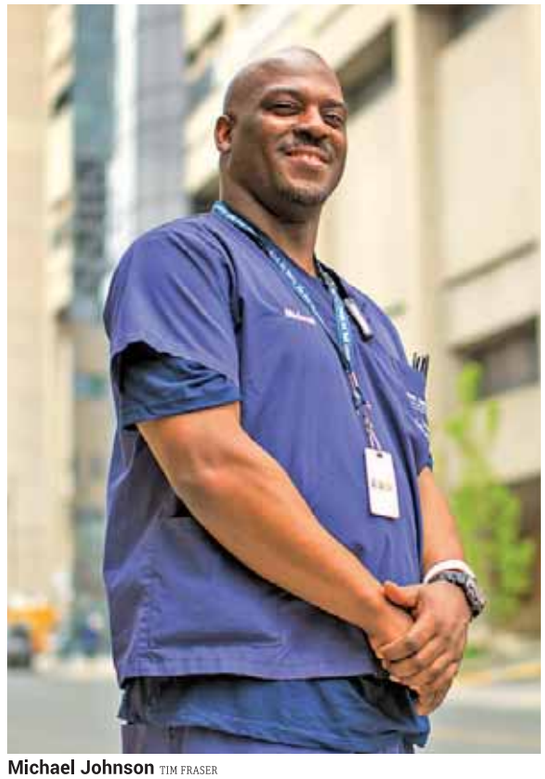
Successor rights

For decades Ontario law protected unionized employees from losing their collective bargaining rights when the business for which they worked was sold or transferred. During the 1990s, the law was extended to the contract services sector. But a subsequent change to the OLRA did away with the protection for contract workers, forcing them to fight to retain their jobs if the contractor changes. Unions want those successor rights extended to vulnerable contract workers once again.

Reinstatement during an organizing campaign

Unions say workers, particularly those in precarious positions, are vulnerable to being terminated or having their hours changed during a certification drive. When that happens to a worker who is known to support unionization, it can discourage other employees from pursuing certification. Unions want the OLRA to allow for any workers who have been treated unfairly to be reinstated in their jobs until their complaints have been heard.

Carmen Barnwell TIM FRASER


Michael Johnson TIM FRASER

Ellen Bekoe TIM FRASER

The faces of healthcare in Ontario

Carmen

It's 11:00 p.m. and her shift just started, but Carmen Barnwell, a Personal Support Worker (PSW), knows it's not the time you put in, but the care you give. Like the other 55,000 SEIU Healthcare members, Barnwell is the heart of healthcare.

SEIU Healthcare, Canada's healthcare union, has been standing up for healthcare workers since 1944, but today sees itself as a union for the 21st century. Adding to its repertoire of standard union servicing, such as collective bargaining and other labour relations activities, innovative, out-of-the-box political activism, policy work, education, advocacy and public awareness are now part of the tool box.

Barnwell is a VON Peel homecare PSW, meaning she works in clients' homes to assist individuals with physical disabilities, mental impairments and other health care needs, with their daily activities and providing bedside care. Although she loves the work and feels it is important to help her clients live as independently as possible, it is not an easy career choice. The job is physically, mentally and emotionally demanding and, generally speaking, not very lucrative financially.

Barnwell has been a PSW for the last 20 years and made this her second career after working in accounting because she is a "people" person and wanted to do something that was more fulfilling. "It's a rewarding vocation. Giving back to the community, contributing to my future; I'm paying it forward — it's a legacy for my children and grandchildren as well as for when I need it in the future," she says.

It makes sense that this need to help others and serve the greater good would have led her to the union. "I voted for fairness, respect and a united voice. As most homecare PSWs work in isolation and most of us travel from client home to home, we don't have the opportunity to speak to each other or our employer about issues we face," she says.

Last year, SEIU Healthcare championed a wage increase for Ontario's PSWs that will be rolled out in three phases until 2016. What did this wage improvement mean to Barnwell and others like her? "It was a victory for us all. Without a living wage, we work at a loss when you consider we have to pay for a vehicle to get to clients' homes and pay other expenses out of pocket. You go into debt or need to have multiple jobs. Ultimately, clients get less service because of tired PSWs.

"PSW jobs are always in demand but young people don't want to stay in this profession because of the wages. Without more money, they will move onto higher paying professions," she adds.

Looking forward and with an aging population explosion, Barnwell hopes to see more money earmarked for healthcare and the people who are at the heart of it.

Michael

Michael Johnson has worked at Mount Sinai Hospital for almost 15 years as a Support Service Transporter. Previously part-time, Johnson recently went full-time and was also elected a steward for his unit.

"I got involved because as a part-timer, it was important to me to be the voice of other part-timers who may not have been comfortable bringing their concerns to management. Stewards just have to try their best to be the voice of reason. If you don't have representation, you are lost," Johnson says. "If you are interested in making a difference, there are many channels within the union."

"When I participate in one of SEIU Healthcare's events like the annual picnic or the Labour Day Parade, I feel proud to be part of one big unit with a common goal."

Ellen

Generating member engagement is a challenging task for any union, but not in the case of Ellen Bekoe, Registered Practical Nurse (RPN) from Parkview Nursing Centre Hamilton.

In fact, just try to keep this millennial go-getter away from the action. She's been involved in numerous political campaigns and elections, community and workplace events, conferences and conventions and has sat on several union committees.

"People think the union does nothing for them and just takes their dues, so I wanted to find out for myself and that's when I got involved," Bekoe says. "I found out the union does all kinds of other things for its members in addition to helping us get better benefits and wages. I was able to get my professional liability insurance for free through the union and since volunteering on the Obama campaign in 2012, I've discovered that the union's political activism and stand for social justice helps shape the modern workplace."

"I FOUND OUT THE UNION DOES ALL KINDS OF OTHER THINGS FOR ITS MEMBERS IN ADDITION TO HELPING US GET BETTER BENEFITS AND WAGES"

– Ellen Bekoe

As an RPN, Bekoe derives great satisfaction from her work. Inspired by her mother-in-law, a nurse from Ghana, she was touched by her experiences with her patients. "Some days she would come home saddened by the death of a patient and other days she'd come home so excited because of the progress of her patients," she said. "Nursing is a good, caring profession and I wanted to be part of that."

This is frequently the sentiment people in healthcare express; a need to help and show compassion for others. But for Bekoe, that feeling doesn't end there — it is her desire to make the world a better place that inspires so much of her union activities. "It makes me a better person and I am able to share what I learn with my co-workers. My voice has power and although once very shy, I'm not afraid to speak up and share my knowledge."

SEIU Healthcare members are an intrinsic piece of the healthcare system and our need for them is ever-increasing. Together, we are with you every step of the way.

OPSEU head critical of Liberal Party priorities

Ontario's largest public sector union says the provincial government is not putting its priorities on the wellbeing of the citizens who elected it.

"Instead, its priorities are focused on the wellbeing of the wealthy few who funded that election," said Warren (Smokey) Thomas, president of the Ontario Public Service Employees Union.

"The Liberal government is moving as fast as it can to take money out of public services and transfer it to profits for bankers, corporate lawyers, construction firms and others.

"The provincial auditor general reports that Ontario paid way too much — $8 billion too much — for 74 public private partnerships."

Thomas said Ontario certainly needs to build infrastructure, but not by "looting the public purse."

The government would have saved $8 billion by managing those 74 projects itself, rather than having private corporations administer the construction, financing, legal services, engineering services and project management services, he said.

"In our own lives, when we find we have paid way too much for something, we say we have been ripped off. And when we have been ripped off, we change the way we do things.

"P3s have ripped off Ontario taxpayers to the tune of $8 billion.

So why hasn't the government stopped?"

Thomas says it comes down to "a cozy little web of Liberal insiders, Bay Street bankers and big construction company owners who are working together. The builders have been key party fundraisers; the lawyers have been campaign chairs; and they have all made generous donations to the Liberals.

"These power brokers are doing all they can to make sure the Liberals dance to their tune. It's working for them, but it is an unmitigated disaster for the rest of us," he said.

Warren (Smokey) Thomas CONTRIBUTED

"The plan to privatize Hydro One is going to hurt everyone, except the people who buy into it.

"The argument that it will 'broaden the ownership' is completely false," he said. "The current ownership is the population of Ontario. Privatizing will narrow the ownership to wealthy shareholders who want personal profits. They will win. We will lose."

Selling a portion of Hydro One will also move it out of the accounting transparency required of crown corporations, so we will never know how much we are losing, he said.

"It doesn't even make economic sense. The projects they build won't bring in money to replace the lost Hydro revenues; worse, they will wear out and need replacement.

"In hard economic times, it doesn't make sense to give up a reliable revenue stream. You wouldn't boot out a tenant to pay the mortgage."

The Liberals have lost $9.6 billion to corporate income tax cuts since 2010 — more than they'll ever get back from selling Hydro One, he said.

"Restoring corporate tax rates to 2010 levels would raise over $9 billion in four years, so the province could fund public services and transit and maintain full ownership of Hydro One.

"Instead, the Wynne government is trying to raise the money from the hard-working people who work in the public sector, Thomas said.

"Meanwhile, the bankers are laughing all the way to — oh right! That's where they work!"

Bay Street in Toronto. SHUTTERSTOCK

Facts to consider

• The $8 billion the government over-spent on 74 Public Private Partnership (P3) contracts has ripped off the equivalent of $600 for every man, woman and child in Ontario.

• Geoff Smith is the former chief fundraiser for the Ontario Liberals and president and CEO of EllisDon (Company slogan: "We build on great relationships"). EllisDon (top corporate donor) and its subsidiaries gave $388,063 to the Ontario Liberals from 2004 to 2014, and built and financed 22 P3 contracts to the tune of $7 billion.

• Tim Murphy, co-chair of Premier Kathleen Wynne's winning election campaign, practices law with the Bay Street firm of McMillan LLP, where he specializes in public private partnerships. He also teachers the P3 law at the University of Toronto.

• Ed Clark, former president and CEO of TD Bank Group, heads a group advising Wynne on dealing with government assets. It recommended privatizing Hydro One and introducing beer sales to grocery stores. TD gave the Liberals $31,375 from 2010 to 2014.

• Bert Clark, Ed's son, is president of Infrastructure Ontario and sits on the board of the Canadian Council for Public Private Partnerships. He served four years as managing director at Scotiabank's global banking and markets desk. Scotiabank gave the Liberals $37,925 from 2010 to 2014 and was involved in six P3 contracts valued at $4.2 billion.

• In a province with widespread crumbling infrastructure, the bulk of the Liberals' infrastructure spending is going to Brampton (Mayor Linda Jeffrey a former Liberal cabinet minister); Mississauga (Mayor Bonnie Crombie a former Liberal MP); Vaughan (Mayor Maurizio Bevilaqua a former Liberal MP); Markham (Mayor Frank Scarpitti a former Liberal MP) and Oakville (Mayor Rob Burton a former Liberal MP).

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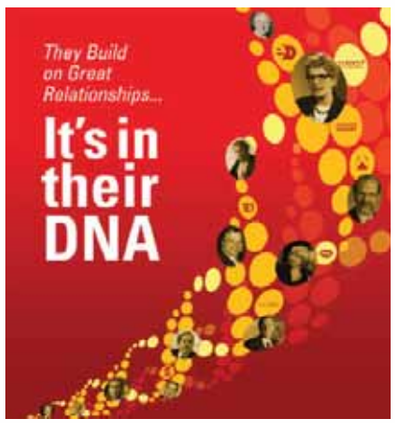

OPSEU has written a booklet documenting the close personal, financial and political links between Ontario Liberal Party leaders, fundraisers, advisors and the people who benefit greatly from privatization.

Download It's in their DNA at **bit.ly/1bDLbwD** or write us for a hard copy at:

OPSEU 100 Lesmill
Toronto, ON M3B 3P8

Another OPSEU publication spells out the disastrous effect privatization has had on public services in Ontario, and the costs borne by Ontario citizens in real dollars and downgraded services.

Download Epic Fail at **opseu.org/information/epic-fail-report** or write us for a hard copy at:

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RICHARD MACINTOSH

FIND A REWARDING CAREER AS A UNION BOILERMAKER

Young people who want to write their own career ticket would do well to consider working as a union boilermaker.

"It's a career that offers excellent compensation and rewarding work," says Joe Maloney, the head of the International Brotherhood of Boilermakers in Canada.

It's a good time to choose a career as a boilermaker, says Maloney. The union's workforce projections show steadily increasing demand through to 2018 and beyond for the skills that boilermakers bring to both large construction projects and industrial installations.

Boilermakers are key to the construction and maintenance of oil refineries, electricity generating facilities, natural gas processing plants, chemical plants and other large-scale industrial installations.

They assemble, move and install huge tanks and other vessels; they weld the tubes and high-pressure lines that carry liquids and gasses throughout a plant or processing facility; they install components that must work under significant stress and they maintain strategic plant facilities.

Working union

Becoming a union boilermaker requires a four-year apprenticeship and a series of examinations that lead to what's known as a Red Seal qualification. The Red Seal entitles a boilermaker to work across Canada, wherever there's a facility that requires their skills.

Becoming a member of the Boilermakers union means better pay — ranging to nearly $60 per hour before overtime — as well as belonging to one of the best benefit plans in the country and a solid pension plan with more than $1 billion in assets, says Maloney.

RICHARD MACINTOSH

But working union means more than just pay and benefits. It means respect on the job and a say in the way the work is done. It means working under the best health-and-safety programs and safeguards in the country. It means the chance to upgrade your skills at one of the state-of-the-art training facilities the union operates throughout Canada. And it means getting the best chances at the best work available.

"We maintain a comprehensive online system to let our members know of the best job opportunities right across Canada," says Maloney. "There has never been a better time to enter the trade."

RICHARD MACINTOSH

HOW TO JOIN

Becoming a union boilermaker starts with a single phone call to the union office, or a visit to one of its websites.

Boilermakers Local 128 represents members across Ontario. John Petronski, the business manager and secretary treasurer of the local, can be reached at 905-332-0128.

Prospective members can find more information on the Boilermakers national website (boilermaker.ca) or on the website of Local 128 (128.boilermaker.ca).

Information on the Boilermakers' benefit and pension plans is available at boilermakersbenefits.ca.

Looking for a career? Get the Boilermaker Advantage.

Canada's Boilermakers union is looking for qualified Boilermakers and new apprentices.

When you join the Boilermakers union, you'll get top-notch pay and benefits. You'll work in an environment where safety is the number one priority. You'll be able to travel across Canada for work. You'll have rights in the workplace and your skills and professionalism will be recognized.

It's a rewarding and challenging career.

Visit *boilermaker.ca* for more information on how you can make the Boilermaker Advantage work for you.

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Joseph Maloney, International Vice-President

HEALTH, SAFETY AND UNIONS

For unions, the health and safety of their members has always been of paramount importance. The improvements they have gained over the years in health and safety standards have benefited many Canadian workers, union and non-union alike.

From the first health and safety legislation in Canada in 1884 — the Ontario Factory Act, the first to provide inspectors to check for hazards and dangerous practices in factories — through successive legislative changes, almost all improvements have come about "with the involvement of unions or at the insistence of unions," notes John Sprackett, chief of staff of the Power Workers Union.

Still, Sprackett adds, before the Occupational Health and Safety Act of 1979, numbers of work-related fatalities in Ontario were high and funerals for friends who had died on the job in his industry were commonplace.

The act "was largely pushed by the union movement," he says, "but you can't do anything alone and it couldn't have been done without the cooperation of the government of the day." Among other things, the legislation allowed for joint health and safety committees and an internal responsibility system that engaged workers, employers and ministry inspectors. And for the first time it provided people with the right to refuse work in situations they felt were unsafe.

After the legislation came into force, the number of fatalities in the workplace dropped dramatically, but since then improvements have been much slower. Every year, more than 300 people are killed in Ontario workplaces alone — a low estimate, Sprackett says, because of occupational diseases that are not diagnosed or recognized until decades later. Across the country in 2012, according to the Association of Workers' Compensations Boards of Canada, more than 950 people died in work-related accidents: 211 of them in construction alone.

"THERE'S REASON TO BE OPTIMISTIC THAT THERE ARE A LOT OF PEOPLE OUT THERE WORKING HARD TO IMPROVE THINGS"

– John Sprackett, chief of staff of the Power Workers Union

Still, there have been marked improvements in the area of violence in the workplace, and there is more discussion now around the quality of safety programs and training.

"A Ministry of Labour inspector has no authority to look at a program and say it's substandard," says Sandro Perruzza, CEO of the Ontario Society of Professional Engineers and a safety expert with 20 years experience in the field. "Unions have amplified the conversation. They've pushed the quality, they've questioned what the employers have done. They've had the interest of their workers at heart first and foremost, but it also adds to the value of their unions — 'This is what we can do for you.'"

Still, as long as people are being hurt or dying on the job, there's a long way to go. "There's reason to be optimistic that there are a lot of people out there working hard to improve things," says Sprackett of unions, legislators and employers. "But with 300-plus people dying every year in Ontario workplaces, there's still a lot of work to do."

PWU

PWU

PSYCHOLOGICAL HEALTH AND SAFETY

In a ground-breaking agreement this past March, the Treasury Board and the Public Service Alliance of Canada, which represents more than 170,000 federal government employees, announced a joint task force to look at ways of improving psychological health and safety in their workplace.

At that time, Tony Clement, president of the Treasury Board, said, "I am prepared to work with all bargaining agents, as we take this step in improving how we deal with mental health challenges in our workplaces and reducing the stigma that is often attached to mental illness."

Every week, according to the Mental Health Commission of Canada, more than half a million Canadians do not go to work because of mental health issues. Almost one-third of disability claims and 70 per cent of disability costs are related to mental illness, and about $51 billion a year is lost because of it.

While policies are already in place that cover mental health issues, harassment issues and more, PSAC, for one, is taking a hard look at improving communication of those issues in the workplace and ultimately pressing to adopt recommendations set out in the Commission's National Standard of Canada for Psychological Health and Safety in the Workplace: identifying psychological hazards at work; controlling those that cannot be eliminated; adopting practices that support and promote psychological health and safety at work; and creating a system of review of the approach.

"We're still in the fairly early stages of making progress but it's a huge issue and it's becoming of more interest to unions and employers every year as more is learned about psychological issues and mental health," says John Sprackett, chief of staff of the Power Workers Union. "The old-style standard focus was discipline the employee for the absenteeism, and sometimes that just exacerbated the problem. Now the focus is on health and the absenteeism goes down when mental health is improved."

Workplace Fatalities Should be Unacceptable in Modern Society

By Don MacKinnon
President
Power Workers' Union

According to the Workplace Safety Insurance Board (WSIB) statistics, every year in Ontario, 250 to 300 workers lose their lives as a result of traumatic workplace accidents and occupational illnesses. In 2013, 194,393 accident claims were filed with the Ontario WSIB.

All of those killed and injured were ordinary people working to make a living — mothers, fathers, daughters and sons. With the passage of Ontario's *Occupational Health and Safety Act (the Act)* in 1979, workplace fatalities dropped significantly over the following years. Unfortunately, since this initial decrease, the number of workers killed in the province's workplaces has remained at almost one per day.

On April 28th, the "National Day of Mourning", we remembered those who lost their lives as a result of work-related accidents or occupational diseases. Actions taken in the mid-1980s by the Canadian Union of Public Employees and the Canadian Labour Congress were instrumental in establishing this day of remembrance. This date was chosen because Canada's first comprehensive *Workers' Compensation Act* received Third Reading in Ontario on that day in 1914. It is now recognized in one fashion or another in more than 100 countries.

Unions like the Power Workers' Union (PWU) have worked diligently with employers in our industry over the last seven decades to establish a province-wide safety framework for the protection of the general public and workers.

PWU members work in a wide variety of locations and weather conditions across Ontario. Extreme weather often creates situations, such as those seen during the December 2013 ice storm, that are among the most potentially dangerous anywhere. Dedication to the development and implementation of safe work procedures, planning, training and experience are all essential to insulate workers from potential hazards. Today, new technologies are dramatically changing the way Ontario's electricity system operates. These changes require an unwavering commitment to the development of new work methods, procedures and training in order to achieve accident-free workplaces in the future.

Traditionally, electricity flowed from large hydroelectric, nuclear and coal generating stations along a network of transmission and distribution wires to our homes, businesses and factories. Now, reliability must be maintained while managing a two-way flow of power that can change rapidly. Large numbers of small-scale consumer-owned wind turbines, solar panels and biogas generators produce intermittent power to sell to the grid at one price, while buying the electricity they use from the grid at another. A customer can become a generator at any time and many can be both customer and generator simultaneously. It is a constant challenge in our industry to ensure that safe work methods keep up with rapidly changing technologies.

Regardless of the industry, there are hazards present in all workplaces. Work needs to be carefully planned with a focus on safety and workers must be well trained to implement the plan. All hazards must be identified, eliminated or controlled. Anything else will result in accidents, injuries and fatalities. Special attention needs to be placed on ensuring that new workers are supervised effectively and given adequate knowledge and understanding of workplace hazards and safe work procedures so they come home safe and sound at the end of their workday.

Ensuring workplace safety requires constant vigilance on the part of employers, unions, workers, Ministry of Labour officials and legislators.

In Ontario, our workplace health and safety system relies on the co-operation of employers and workers through the appointment of Health and Safety Representatives and the establishment of Joint Health and Safety Committees that are required to inspect, identify and address health and safety issues in the workplace. It should be no surprise that the safest workplaces are those where employer and worker representatives genuinely cooperate to create an accident-free environment. When the parties can't agree, the Ministry of Labour can be called to assist or intervene.

The single most important legal right that a worker has to protect himself or herself in Ontario workplaces is the right to refuse to work in situations where the worker has reason to believe that they have not been adequately trained to perform a particular task safely or that the work plan, the equipment, the physical condition of the workplace or the threat of workplace violence is likely to endanger them. In the event that a health and safety related work refusal is not resolved immediately to the satisfaction of the worker, the Ministry of Labour is called to investigate and prescribe remedies to ensure that workers are safe. Workers are protected from retaliation by their employer in these instances under the *Act*.

This year in Ontario, thousands of workers will be injured and hundreds more will die from workplace accidents and industrial illnesses. All of these accidents are needless, preventable and unacceptable. Ensuring workplace safety requires constant vigilance on the part of employers, unions, workers, Ministry of Labour officials and legislators.

Regrettably, we still have a long way to go to eliminate workplace deaths and injuries. Every year at our somber Day of Mourning ceremonies, we renew our commitment to achieve those goals. We speak for the dead to protect the living.

FROM THE PEOPLE WHO HELP KEEP THE LIGHTS ON.

POWER WORKERS' UNION

WE ARE THE FACE OF HEALTHCARE IN ONTARIO TOGETHER WE ARE STRONGER

We've been in healthcare for over 70 years and our 55,000 sisters and brothers are here to work with you in partnership for the good of the public healthcare system. We put our patients, clients and residents first. We've seen and done it all and it is through this experience we are able to provide insights from the frontline, conduct research and collaborate with government on public policies to improve on smart healthcare delivery through our union, SEIU Healthcare.

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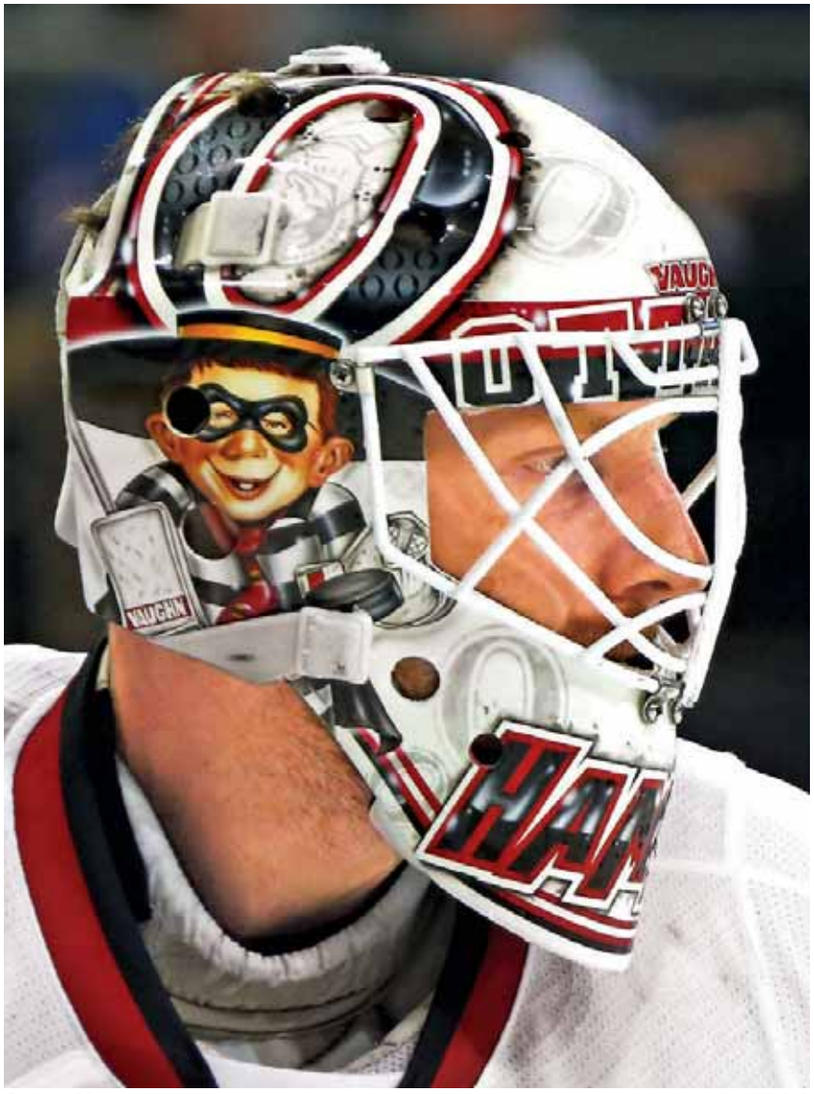
Your essential daily new

Stephen Curry was fined $5,000 for his flop in the Warriors' Game 1, West final win over the Rockets



Andrew Hammond posted impressive numbers during the regular season — a record of 20-1-2 with a 1.79 goals-against average and .941 save percentage. BRUCE BENNETT/GETTY IMAGES

Hamburglar nabs new deal

OTTAWA

Sens reward Hammond with three-year contract

Andrew Hammond has shown he has what it takes to play at a high level in the NHL in a short-term situation. Now he is ready to show he can do it over the length of his new contract and beyond.

The Ottawa Senators signed the goaltender to a $4.05-million US, three-year contract on Wednesday. Hammond, whose spectacular late-season run got the Senators into the playoffs, will make $1.2 million next season, $1.35 million in 2016-17 and $1.5 million in 2017-18.

The "Hamburglar" will count $1.35 million against Ottawa's salary cap over the length of the deal.

"I'm aware that the expectations are obviously going to change now, but I've proven myself over the last few months here that I can play at this level," Hammond said on a conference call Wednesday. "It's something that I'm more than willing to and excited to earn every day.

"It's something I feel like I have to prove myself every day. Whether that's to meet the expectations of others, I don't know. I don't think I can worry about meeting the expectations of others too much. I know I put extremely high expectations on my own shoulders, and it's up to me to match those, and I feel like if I'm able to be happy with my play, myself, everything else will take care of itself."

Hammond made his first NHL start in February at the age of 27, then went 20-1-2 with a 1.79 goals-against average and .941 save percentage to lead the Senators on an improbable run to the playoffs.

"The great thing about sports and hockey in particular is anything can happen," Hammond said. "I was given a chance to kind of hit the refresh button a little bit when I got called up and I was able to play some of my best hockey down the stretch there."

The Surrey, B.C., native went 0-2 with a 3.44 GAA and .914 save percentage in the first round against the Montreal Canadiens before being replaced by Craig Anderson.

"He showed the ability that he could face pressure and he could win big games. For that, we thought that we should reward him with an NHL contract ... and that was a good thing to do as an organization," Senators assistant general manager Pierre Dorion said.

"The three-year deal was pretty important to me just to give me a little bit more security and kind of just start moving forward to building a career out of it more than anything," Hammond said.

With Hammond signed, Dorion said the Senators will try to trade either Anderson or Robin Lehner before the start of next season.

Dorion said Lehner is working out after being concussed in February and should be ready for camp.

Anderson has three years left on his contract at a cap hit of $4.2 million US, while Lehner has two left at a cap hit of $2.25 million. THE CANADIAN PRESS

FREE AGENTS

Still on general manager Bryan Murray's off-season to-do list is getting new deals for several restricted free-agent forwards: Calder Trophy finalist Mark Stone, Mika Zibanejad, Mike Hoffman, Jean-Gabriel Pageau and Alex Chiasson.

"I know I put extremely high expectations on my own shoulders, and it's up to me to match those. Andrew Hammond

TORONTO

Leafs lure Babcock with $50M

Brendan Shanahan and the Toronto Maple Leafs swung for the fences and landed the biggest free agent of the NHL off-season.

It's not a franchise cornerstone defenceman or a No. 1 centre but highly sought-after coach Mike Babcock, who had his pick of jobs and chose the Leafs on an eight-year contract worth $50 million.

"I'm proud of Shanny, I'm proud that he dreamt big," Maple Leaf Sports & Entertainment president and CEO Tim Leiweke said of the team's president.

.627

Babcock's regular-season winning percentage in the NHL

"He got the big whale."

It took a bidding war, and the Leafs won it.

Babcock had no shortage of suitors, from Detroit, where he coached for the past 10 years, to Buffalo and San Jose. The man considered the top hockey coach in the world now has a deal that makes him the highest-paid coach in the league.

The coach from Saskatoon will reportedly receive a large signing bonus and make between $5 million and $6 million US per season, well above the $3.5 million Joel Quenneville of Chicago Blackhawks pulls in annually.

Toronto will send a third-round pick to the Red Wings as compensation for Babcock. THE CANADIAN PRESS

Mike Babcock
GETTY IMAGES

BOSTON

Bruins promote Sweeney from assistant GM

On his first day as general manager of the Boston Bruins, Don Sweeney met with Claude Julien and declined to give his Stanley Cup-winning coach more than a tepid endorsement.

"He's the coach of the Boston Bruins as of today, for sure," Sweeney said Wednesday in a news conference after he was promoted to become the eighth GM in the 81-year history of the Original Six franchise. "I think tremendously of him as a coach and as a person. It's just a matter of lining up things that I believe in."

Julien led the Bruins to the NHL title in 2011 and back to the Stanley Cup finals two years later. Last year, the team finished with the most points in the league but lost in the second round of the playoffs to the rival Montreal Canadiens; this year, the Bruins missed out on a playoff spot on the final day of the regular season.

A decision on Julien "will be in due time," Sweeney said. THE ASSOCIATED PRESS

Arsenal's Olivier Giroud, left, shoots at goal under pressure from Sunderland's John O'Shea MATT DUNHAM/THE ASSOCIATED PRESS

BPL SOCCER

Sunderland draw secures survival

Sunderland ensured it will play in the Premier League next season by drawing 0-0 at Arsenal on Wednesday, denying the London club a chance to guarantee a place in the Champions League group stage.

Sunderland moved four points clear of the relegation zone with a game to spare, ensuring Dick Advocaat completed the survival mission he took on when replacing Gus Poyet as manager two months ago. Advocaat was tearful at the final whistle on the Emirates Stadium pitch, the first time the 67-year-old Dutchman said he had cried during an illustrious football career. "Nobody was expecting we would do it and the team did it together," said Advocaat, who has won titles in Holland, Russia and Scotland.

"It is an unbelievable moment staying up," he added.

THE ASSOCIATED PRESS

IN BRIEF

Hernandez to be arraigned on witness shooting charge

Former New England Patriots player Aaron Hernandez is set to be arraigned on a charge he tried to silence a witness in a double murder case by shooting him in the face.

Hernandez's arraignment is scheduled for Thursday in a Boston courtroom. He was convicted last month in the 2013 murder of Odin Lloyd, who was dating his fiancée's sister. It will be Hernandez's first court appearance since he was sentenced the day of his conviction to life without parole. THE ASSOCIATED PRESS

NFL's Goodell wants to hear directly from Brady in appeal

NFL Commissioner Roger Goodell says it's his responsibility to hear directly from New England quarterback Tom Brady in his appeal of his four-game suspension for his role in the use of under-inflated footballs in the AFC championship game.

Goodell said Wednesday he has not had time to study a request from the players' union because he has been busy. But Goodell says unless there is a factor that he is unaware of he will likely hear the case.

THE ASSOCIATED PRESS

MLB

A-Rod, Yankees on good terms again

Now that Alex Rodriguez has more home runs than lawsuits, the New York Yankees are happy with him.

The 39-year-old began Wednesday with a .248 batting average following his return from a season-long drug suspension, and his 10 homers and 22 RBIs were both second on the team behind Mark Teixeira.

"If he was healthy, I've always said he'd be a good asset, and he's been a great asset," Yankees owner Hal Steinbrenner said Wednesday before the Major League Baseball executive council meeting. "He's been playing well, and he's been producing."

New York and A-Rod sniped at each other for 1-1/2 years. He refused to say in July 2013 whether he trusted the Yankees, would not speak with management without one of his lawyers and filed a medical malpractice suit against the team physician. He also sued MLB, then-commissioner Bud Selig and the players' association. He withdrew the suits and apologized for his actions. Now, even a dispute over a $6-million marketing bonus isn't causing public acrimony.

THE ASSOCIATED PRESS

> **He's been playing well, and he's been producing**
> Yankees owner Hal Steinbrenner

The Super Falcons, Nigeria's senior women's soccer team, arrive at Pearson International Airport in Toronto on Wednesday. They're the first Women's World Cup side to land in Canada ahead of the June 6-July 5 tournament. LIZ BEDDALL/METRO

And so it begins: The Falcons have landed

WOMEN'S SOCCER

African giants Nigeria are the first to arrive for World Cup

Gilbert Ngabo
Metro | Toronto

All eyes are on The True North. The beautiful game is set to take Canada by storm.

The Nigeria women soccer team landed at Toronto Pearson International Airport Wednesday, the first of 24 teams to arrive in Canada for the upcoming FIFA Women's World Cup tournament, setting in motion the month-long soccer fever.

"The power of the World Cup is incredible," said Richard Scott, director of communications for the organizing committee. "Competition is fierce. There will be 20 unhappy coaches who will not make the final four."

The Super Falcons are among top favourites. They have won seven of nine African Women's Championships, and are riding a 10-match international unbeaten streak. The country's Under 20 team fought straight to the Finals last year in Moncton, N.B., and were beaten by the Germans.

As the host nation, Canada will play the opening game on June 6 against China at the Commonwealth Stadium in Edmonton. Not a single game of the tournament will be played in Toronto, because the 2015 Pan Am and Parapan Am Games will be taking place here at the same time.

Organizers have promised a fun-filled atmosphere at all six host cities across the country. Apart from in-stadium various opportunities for ticket holders, there will be off-site Fan Zones where fans can enjoy free entertainment, interactive displays and screenings of selected matches, said Scott.

Team Canada is expected to do well on the home turf, having missed the tournament only once since it was established in 1991. Behind the attacking powers of Christine Sinclair, the team finished fourth in the 2003 campaign. They also won a bronze medal at the 2012 London Olympics.

A highly anticipated friendly match between Canada and England will take place on May 29 at the Tim Hortons Field in Hamilton, before they face off in the tournament later in Ottawa.

FACTS

- The African Women Champions finished the 2014 campaign unbeaten.
- They have qualified for all seven soccer Women's World Cup tournaments since 1991.
- They are grouped in what is termed "Group of Death" against the United States, Sweden and Australia.
- One of their players, Asisat Oshoala, won the Golden Boot and Golden Ball awards at the 2014 FIFA U-20 tournament in Moncton.
- The team will hold its training camp in Toronto, and travel to Winnipeg on June 4. Their first game is June 8 against Sweden.

2022 WORLD CUP

Sponsors concerned by workers' rights issue

FIFA came under pressure from sponsors Coca-Cola and Visa on Wednesday to ensure Qatar improves conditions for migrant workers as the country rapidly expands to host the 2022 World Cup.

The calls from high-profile commercial backers of soccer's flagship tournament come amid ongoing concerns from rights groups over labour laws and living conditions for workers.

FIFA President Sepp Blatter also told Qatar's emir, Sheikh Tamim bin Hamad Al Thani, during a visit to Doha in March that the Gulf nation must do more to improve guest workers' lives.

The statement from credit card company Visa is the strongest public expression of unease yet from a FIFA sponsor about the plight of workers in the tiny oil and natural gas-rich country.

"We continue to be troubled by the reports coming out of Qatar related to the World Cup and migrant worker conditions," Visa said in a statement. "We have expressed our grave concern to FIFA, and urge them to take all necessary actions to work with the appropriate authorities and organizations to remedy this situation and ensure the health and safety of all involved."

FIFA financial accounts indicate that Visa and Coca-Cola pay around $30 million a year to sponsor world soccer's governing body, which surprisingly selected Qatar as the first Middle East country to host the World Cup.

Since the 2010 vote, Qatar has faced twin-pronged scrutiny over alleged corruption in the bid and conditions for low-paid migrant workers.

Coca-Cola stressed in a statement that it "does not condone human rights abuses" but, like Visa, did not threaten to withdraw its sponsorship of the Qatar tournament.

"We know FIFA is working with Qatari authorities to address questions regarding specific labour and human rights issues," the Atlanta-based soft drinks manufacturer said in a statement. "We expect FIFA to continue taking these matters seriously and to work toward further progress.

THE ASSOCIATED PRESS

RECIPE Sliced Steak with Pineapple Salsa

EAT LIGHT AT HOME

Rose Reisman
rosereisman.com
@rosereisman

A quick & delicious barbequed dinner with a fresh sweet salsa

Ready in
Prep time: 5 minutes
Cook time: 10 minutes

Ingredients
- 1½ lb lean grilling steak, such as New York strip or top sirloin
- 4 (1" thick) slices of fresh pineapple
- 1 green jalapeno sliced lengthwise in half, seeds and ribs removed
- 1/3 cup diced red onion
- 3 Tbsp chopped cilantro
- 1 Tbsp olive oil
- 1 Tbsp lemon juice
- Salt

Directions

1. In a large grill pan or barbeque, cook steak until desired doneness. For medium rare, cook until temperature reaches 135 F. Let sit for 10 minutes.

2. Meanwhile, grill pineapple and jalapeno pepper for about five minutes, just until grill marks appear on both sides.

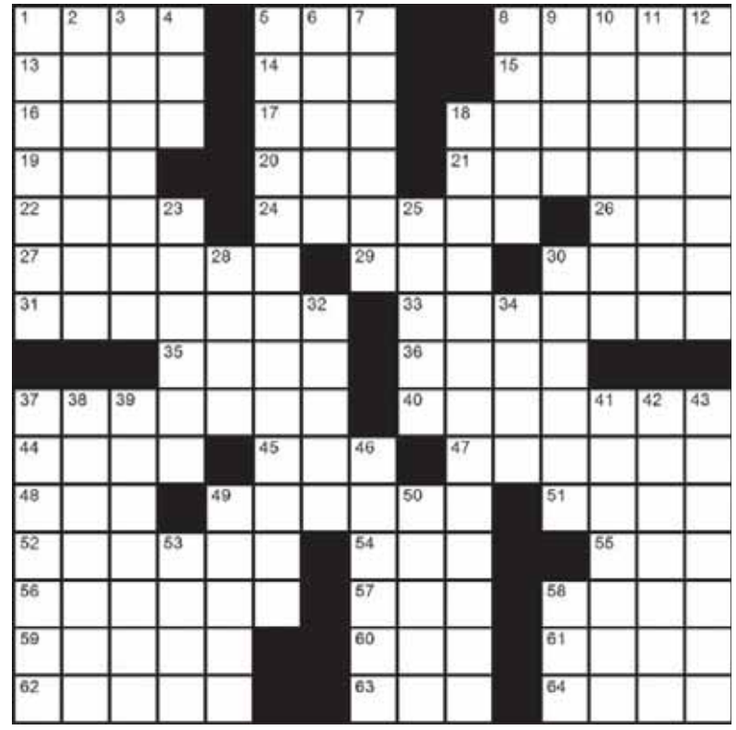
3. Dice pineapple and jalapeno and add to bowl. Add remaining ingredients. Slice steak thinly, fan out on platter and top with salsa.

Nutrition per serving (recipe serves 4)
- Calories 300
- Protein 37 g
- Carbohydrates 55 g
- Fibre 1 g
- Total fat 13 g

PHOTO: ROSE REISMAN

CROSSWORD Canada Across and Down

BY KELLY ANN BUCHANAN



ACROSS
1. Boarding locale at the airport
5. Soldiers see action in it
8. Farm figure's filling
13. Wild goat
14. Charlemagne's li'l domain
15. 8th Greek letter
16. Small estuaries
17. NHL Oilers, on scoreboards
18. __ Creek, Yukon (The most westerly community in Canada)
19. Actor's rep
20. Rapa __ (Easter Island)
21. Narrated again
22. Food assortment
24. Woodstock farmer, Max (b.1919 - d.1973)
26. Grow a Pinocchio nose
27. Debacle
29. NBA's Kings, on scoreboards
30. At any point
31. State of blessed happiness
33. Pre-Target-in-Canada stores
35. Prefix to 'culture'
36. Mr. Zatopek of Olympic track
37. Pope Francis' jurisdiction: 2 wds.
40. Newfoundland rum
44. Whizzes
45. Health supplements store
47. Kylie Minogue's sister
48. Gathered
49. Pristina's locale
51. Bilko, et al.
52. Damsel
54. Clamour
55. Commuter service, e.g.
56. Main course
57. Ms. Lupino
58. "Farewell!"
59. The constellation Orion's shiniest star
60. First word in Inferno by Dante
61. Stars sci.
62. Bulk-carrying barges
63. The Pantheon member
64. Curds and __

DOWN
1. Animal on classic Canadian kids show "The Friendly Giant"
2. Ms. Breslin of movies
3. Item for serving beverages to have with cucumber sandwiches: 2 wds.
4. "All My __ Live in Texas" by George Strait
5. Bryan Adams' duet with Melanie C: 3 wds.
6. Per __ ad astra (Through adversity to the stars)
7. Inattentive
8. Ranch animal
9. "__ '70s Show"
10. Orbit
11. Designer's studio
12. Tower of London guards, Yeomen __
18. "Hard Core Logo" (1996) director born in Kingston, ON: 2 wds.
23. Written works
25. Fixed stares
28. Slangy-style smokes
30. "Grey's Anatomy" star Ms. Pompeo's
32. Demeanors
34. Former currency in Italy
37. The Road __ (Canadian country band)
38. __ Flight 815, as per "Lost"
39. Oscar-winning "Frozen" (2013) song: 3 wds.
41. Vancouver's __ Bay
42. Sodium __ (Food additive)
43. Explorers, Confederation, The Last Spike, etc. = Canadian __
46. Programmer's skill
49. Stability providers for boats
50. VOD = __ On Demand
53. Ms. Barrymore
58. Crow's cry

IT'S ALL IN THE STARS by Sally Brompton

Aries March 21 - April 20
Get out and about as much as you can over the next few days. Your bubbly personality will attract people to you and doors will open just when you need them to open.

Taurus April 21 - May 21
It might be a good idea not to make any money-related decisions for the time being. The Sun's move into the financial area of your chart will show you ways to boost your income but don't go at it too quickly .

Gemini May 22 - June 21
A new solar year begins for you today and you must start it in the right frame of mind. All the bad things that happened in recent months are no longer of any concern. Only the good things that are going to happen matter now.

Cancer June 22 - July 23
Don't do things for other people that they really should be doing for themselves. As the Sun moves into the most sensitive area of your chart today someone may try to make you feel guilty so they can take advantage of you. Don't let them.

Leo July 24 - Aug. 23
You will see results today, tomorrow and over the weekend for something you started earlier in the year and that's good because you were thinking of giving up. Stick it out. The tide is about to turn.

Virgo Aug. 24 - Sept. 23
Try not to think of everything that happens in terms of win or lose. With the Sun crossing the career angle of your chart today you are sure to be more competitive than usual.

Libra Sept. 24 - Oct. 23
There were times of late when you did not have the first idea what was going on but now the Sun is moving in your favour again you will see with the utmost clarity — and what you see will most likely delight you.

Scorpio Oct. 24 - Nov. 22
You don't have to be nice to people just because you think it is expected of you. If you don't want to associate with certain individuals, for whatever reason, that is your right — use it or lose it.

Sagittarius Nov. 23 - Dec. 21
Go out of your way to be nice to partners, loved ones and colleagues today because you will be depending on them a lot over the next few weeks. Do what you can to make life easier for them and you will get plenty in return.

Capricorn Dec. 22 - Jan. 20
You may have to make some minor adjustments to your working routine over the next few days but that's okay. The more you change now the less you will have to change later.

Aquarius Jan. 21 - Feb. 19
The negative frame of mind you have been labouring under in recent weeks will disappear either today or tomorrow and everything will be light again. Well, almost. You will still have to deal with a few annoying people.

Pisces Feb. 20 - March 20
The Sun's move into the domestic area of your chart today means you need to devote more time to your family. Whatever your duties in other directions your main responsibility now is to those who depend on you the most.

CONCEPTIS SUDOKU by Dave Green

Every row, column and box contains 1-9

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